

Form Name:	JOB POSTING APPLICATION
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MD SWIMMING JOB POSTING APPLICATION

Name of Club/Pool/Organization	Rockfish Swimming
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Location	Leonardtown, MD
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Position(s) Open (Short Job Description)	Rockfish Swimming Inc. is a non-profit, board-governed, and coach-led competitive swimming organization serving the communities of St. Mary's County, Maryland since 2012.
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With approximately 100 members, Rockfish supports swimmers from the Novice to National level and operates four developmental age groups across two locations: Leonardtown and St. Mary's City. Rockfish Swimming is a growing organization and is a part of the Maryland Local Swim Committee.

The Head Coach position will serve as an Age Group Coach, manage staff, collaborate with the board of directors and assist in the handling of administrative duties. This position requires active on-deck coaching and a commitment to high technical standards, team culture, and coaching development.

Rockfish covers meet expenses, certifications, and coach education. The ideal candidate has extensive coaching experience across skill levels, a strong grasp of stroke technique, and a passion for swimmer development. We seek an energetic, communicative, and dedicated coach who prioritizes both athletic performance and character growth, upholding the highest ethical and moral standards.

Requirements

Qualifications:

- Represent Rockfish Swimming professionally, adhering to USA Swimming, Maryland Swimming, and Safe Sport policies.
- Maintain all required USA Swimming credentials, including Background Check, Athlete Protection Training, Safety Training, and CPR.
- Strong organizational, communication, and customer service skills with swimmers, parents, staff, and community members.
- Proficiency in Google Docs and Active Swim Manager.
- Knowledge of current technique development and training methods.
- Three years experience coaching swimmers aged 6-18 across all skill levels.
- Foster a supportive environment that promotes a love for swimming, continuous improvement, and team growth.

Head Coach Responsibilities:

- Develop and execute seasonal training plans for swimmers.
- Conduct swimmer evaluations, providing feedback and reinforcement for improvement.
- Coach at 1-2 meets per month, including States, Regionals, Sectionals, and Futures.
- Design engaging, skill-based practices that challenge and motivate swimmers.
- Create and distribute the seasonal meet schedule in a timely manner.
- Participate in monthly Rockfish Swimming Board meetings.
- Offer goal-setting meetings for swimmers and parents each season.
- Track swimmers' progress, goals, and attendance.
- Recruitment and supervision of Assistant/Age Group Coaches.
- Collaborate with staff to set benchmarks for swimmer improvement across all levels.
- Schedule and lead quarterly staff meetings.
- Mentor Assistant/Age Group Coaches, ensuring proper training plans and dryland workouts.
- Conduct regular site visits to two practice locations.
- Serve as the primary parent contact, responding to inquiries within 24 hours.
- Handle new membership inquiries, including scheduling swimmer evaluations.
- Manage disciplinary issues per team policies.

Program Director Responsibilities:

- Attend Board of Director Meetings and assist in club marketing and swimmer recruitment.
- Oversee meet entries and distribute relevant information.
- Support fundraising efforts as directed by the Board.
- Collaborate with the Board to refine the club's vision, mission,

and communication strategy.

- Develop and execute growth strategies in partnership with the Board.

Contact Information	Jessica Lively, board@rockfishswimming.com, 410-231-1235
Deadline to Apply	11/30/2025