

Head Age Group Coach - FAST Swim Team - Job Description and Expectations

FAST is seeking a dynamic and personable coach to join our team and be the head age group coach. FAST is a USA Swimming affiliated team located throughout the St. Louis, MO area and is a member of the Ozark LSC. We are a growing team that competes at the local, zone, and sectional levels. We utilize 3 primary sites for our age group program, another site dedicated to just our preparatory swimmers, and have use of a 50 meter facility for the long course seasons as we train and compete year-round. We also have a swim lesson program.

The duty of the head age group coach is to run the age group program of the FAST Swim Team. This means intake of swimmers from outside the program, as well as from FAST lessons, and preparing them for competition and eventual promotion to the FAST Senior Program. It is also the duty of the head age group coach to be involved in promoting the sport of swimming in Ozark and in the region for the betterment of the sport, in general, and FAST swimmers in particular.

The Head Age Group coach must be knowledgeable in all the latest techniques for fast, efficient swimming as well as an expert in the developmental stages of growing children and be able to respond to children's physical, mental, and emotional needs. The Head Age Group coach must constantly educate swimmers and parents on the long-term value of the sport while providing daily challenges to prepare young swimmers for the future.

Coaching duties:

- 1) Have an approachable and welcoming persona for swimmers, parents and fellow coaches
- 2) Compose seasonal plan for all age group practice groups that are engaging, appropriately challenging, and fun
 - a) Ensure age group coaches are following expectations for appropriate technique and skill development
- 3) Establish yearly goals for age group program
- 4) Be the lead coach for 1 to 2 age group training groups
 - a) Arrive to practice at least 15 minutes prior to start time / ensure all swimmers have left facility before locking up
- 5) Be responsive to the needs and concerns of the other age group coaches
- 6) Regularly attend practices for all age group practice groups to oversee and check in with assistant coaches
- 7) Attend meets when swimmers from the age group program are entered including timed finals and prelim / final meet formats, championships (BB Champs, A Champs, etc.), possible travel meets, etc.
- 8) Instruct swimmers in the process of goal-setting
 - a) Ensure age group coaches are working on this at an appropriate level with their groups
- 9) Implement dryland exercise program for the age group program including targeted exercises, games, etc. that help promote fun and purposeful movements for swimming related techniques and to help build overall fitness and strength
 - a) Work with age group coaches to determine exercises that would be more beneficial for each age group level on team

Age Group Administrative duties:

- 1) Process meet entries for appropriate groups
 - a) Help head coach(es) and executive team which competitions are appropriate for which groups
- 2) Schedule assistant coaches with head coach(es) to cover all scheduled practice time and meets
- 3) Email post-meet "blasts" about highlights, achievements, fun anecdotes, etc. to age group families (can be at end of each month to highlight the month's meets and accomplishments)
- 4) Conduct parent education/parent meeting for all age group practice groups with that lead group coach
- 5) Communicate with age group parents via email pertaining to meets, schedule changes (with head coach(es)), and the like
 - a) Respond to parent communications within 24-48 hours and abide by the no communication expectation between 8:00 pm and 8:00 am per USA Swimming Safe Sport
- 6) Conduct new swimmer evaluations for new swimmers under the age of 13 throughout the year and on new swimmer evaluation days in August before a new season starts
- 7) Compile performance data on age group swimmers' development from year to year
- 8) With head coach(es), develop yearly practice schedule for age group practice groups at each site (short and long course seasons)
- 9) Build lessons program for FAST Swim Team
 - a) Help hire lesson teachers
 - b) Develop lesson technique goals for each level to better prepare swimmers for our Prep and/or Age Group 1 groups on the team
 - c) Help coordinate swim lesson sign ups for families with executive director
 - d) Communicate with swim lesson parents

- 10) With head coach(es) conduct yearly staff evaluations for age group coaches
- 11) Keep attendance records of coached group(s)

General Administrative duties:

- 1) Be an active member of the Ozark LSC governance
- 2) Provide head coach(es), executive team, etc. with information for monthly board reports when asked
- 3) Work with Team Administrator on team-hosted meets
- 4) Work with head coach(es) to develop seasonal meet schedule
- 5) Attend Age Group Zone meet at least three times per quadrennium
- 6) Be FAST's point of contact for Ozark Zone entries and information

Hired coach should abide by USA Swimming Code of Conduct and Safe Sport expectations, FAST's Code of Conduct and maintain current USA Coaching Certification. Coach should also have a Pass on their background check.

College degree is preferred but not required, along with swimming experience at the club and/or college level. Proficiency use in computers, email, Internet navigation, Google platform programs/apps, TeamUnify, and social media.

Anything beyond the aforementioned can be added and/or modified as time progresses and needs arise as position develops for the hired candidate/coach. Compensation based on experience.

Please reach out to Andrew Westerman at awesterman@fast-swimming.com for interest in the position.