

Inverness Recreation Club Swim Team

10820 Deborah Drive, Potomac, MD 20854

www.nessies.org



The Inverness Recreation Club (IRC) Swim Team is seeking a **Head Coach** for the 2026 summer swim season. The IRC Nessies team has approximately 200 swimmers (including pre-team) and will be competing in MCSL's Division I in 2026. The goal of our team is to provide every swimmer an opportunity to improve skills and achieve success at his or her level of ability, from novice to county record holders. We value good sportsmanship and friendship above competition (although we are competitive). The swim team is organized by parent volunteers, and professional coaches striving to ensure that each swimmer has a memorable summer experience.

The Nessies are looking for an experienced head coach who is excited to work with swimmers of all abilities from age 4 to 18 and lead an energetic coaching staff dedicated to helping swimmers improve while having a great time on the team.

Requirements

- Previous head or assistant coaching experience (MCSL, NVSL and/or PVS preferred).
- Familiarity with the rules and procedures of MCSL and USA Swimming.
- Ability to correctly demonstrate and teach all four strokes, turns, and starts, and willingness to do so in the water with the swimmers.
- Strong communication and interpersonal skills, organization and management skills, and the ability to work in a positive and supportive manner with children of all ages and ability levels, as well as with their parents and leaders of the club.
- Ability to manage and guide/train assistant coaches and junior coaches during practices & meets.
- Up-to-date Lifeguard and Adult & Pediatric First Aid/CPR/AED Certifications required.*
- Proficiency with swim team/meet software to include Hy-Tek Meet Manager, Team Manager, and SportsEngine.
- Ability to promote a positive attitude that builds team spirit and enhances the summer swimming experience for swimmers of all levels.

**If your certification is not current or it will expire during the season, you can certify or renew any time before the first swim practice in May 2026.*

Duties and Responsibilities

- Assist the Team Reps in the selection of Assistant/Junior Coaches prior to the season.
- Provide appropriate training and supervision for the Assistant/Junior Coaches and mentor coaches-in training and/or older swimmers interested in coaching.
- Manage the planning, scheduling, and conducting of all afternoon practices (from Memorial Day until MCSL All Stars Weekend) and morning practices (from the end of MCPS school year until MCSL All Stars Weekend).
- Provide technical coaching (including in-water coaching) to swimmers of different ages and abilities to help them improve their stroke technique, fitness, and race components (starts and turns).
- Select and exchange with the other team(s) the lineups for all A and B Meets during the MCSL summer swim season (A and B Dual Meets, A and B Relay Meets, Divisionals and All Star Meets). This is done using SportsEngine and Hy-Tek software.
- In collaboration with the Pre-Team program coordinator, direct the Nessie Pre-Team program by scheduling practices, coaching participants, directing junior coaches for the pre-team, and encouraging pre-team members to participate in B Meet Kickboard Races.
- Participate, and ensure that assistant and junior coaches participate, in regular team events during the season designed to promote team spirit, unity, and fun.

This position announcement provides a general idea of the qualifications and responsibilities associated with the Head Coach position. Additional duties may be assigned as needed.

Inverness offers a competitive salary with a potential end of season bonus. If desired, the Head Coach can also manage the IRC private lessons program which can provide significant additional income outside of the swim team.

Interested candidates should submit their resume, a cover letter highlighting relevant experience and the names of at least two professional swim references to arep@nessies.org.