

Lead Coach Job Description **(for all lead coaches)**

Lead coaches work directly with the Head Coach to support athlete development, practice planning, and team culture within assigned age groups. Lead coaches will help create and collaborate on practice plans, lead practices for their groups, and ensure skill development is age-appropriate, positive, and athlete-centered. In addition to on-deck coaching, lead coaches support the overall program by helping maintain consistency across practices, assisting with meet preparation, and communicating weekly with the Head Coach to support swimmers and families.

Assistant Coach - 6 & Under / 7-8

Supports swimmers in their early development by focusing on water safety, foundational skills, confidence-building, and fun. Lead coaches at this level help design and lead engaging practices that introduce basic technique, listening skills, and comfort in the water while fostering excitement and love for the sport. Need to be able to work with a variety of skilled athletes- white, gold, and black.

Assistant Coach - 9-10 / 11-12

Works with swimmers who are developing their technique and learning how to train effectively. Assistant

Coaches in this age group help plan and lead practices that emphasize stroke development, consistency, effort, and growing independence while maintaining a positive and motivating environment. 11/12s will be introduced to some more yardage as well. Clock and interval training will be important here as well. Needs to be able to work with a variety of skilled athletes- white, gold, and black.

Assistant Coach - 13-18

Supports advanced swimmers by helping plan and lead structured practices focused on technique refinement, training habits, goal-setting, accountability, and leadership development. Lead coaches collaborate closely with the Head Coach to balance competitive goals with healthy team culture and long-term athlete development. Need to be able to work with a variety of skilled athletes, including those representing white, gold, and black.

Lead coach pay starts at 20.50 (depending on experience)