

Site Lead Coach

Organization: Steel City Aquatics

Location: Pittsburgh Area (Moon Township)

About Us: Steel City Aquatics is a premier swimming organization dedicated to fostering a passion for swimming and developing athletes at all levels. We pride ourselves on our strong community presence, commitment to excellence, and our core values of Grit, Service, Passion, Integrity, and Growth.

Position: Site Lead Coach

Compensation: Starting at \$55K based on experience.

Reports to: Head Coach

Position Overview: Under the direction of the Head Coach, the Site Lead Coach is responsible for leading and coaching the competitive swimming program at one of Steel City Aquatics sites. They are responsible for creating and executing a strategy for the continued success of all swimmers and developing the skills and talent of the coaches.

Team Culture Responsibility:

- Model and celebrate the club values and behaviors
- Work collaboratively and respectfully with other club leaders and staff to serve the best interest of the business and members
- Be exceptional in the application of positive, consistent, and effective motivation strategies when working with swimmers, parents, and coaching staff in relation to all aspects of the program
- Foster team spirit by exhibiting and maintaining a positive attitude and team-building
- Demonstrate a cooperative, prompt, and respectful communication style with swimmers, parents, community members, and staff

Key Responsibilities:

- Foster a dynamic and collaborative relationship with the Head Coach, providing essential feedback and input on organizational requirements and needs, while effectively communicating progress in achieving the vision and fulfilling key responsibilities
- Assist in the development, design, and implementation of a coaching program that ensures consistent standards across levels of the entire competitive team and can be recorded in the coaches
- Recruit, Supervise, and Evaluate direct reports
- Establish and lead direct reports' growth and development plan for appropriate direct reports
- Hold appropriate 1:1 meetings to ensure the proper growth of direct reports

- Assist the Head Coach in planning and managing staff meetings to ensure appropriate communication, planning and skills development takes place
- Implement daily workouts, ensuring they fit within the club Coaches Handbook as well as the seasonal plans
- Collaborate with the coaching staff to identify individual strengths, areas for improvement, and goal-setting strategies
- Track and evaluate the progress of swimmers within the age group program and specific training groups
- Develop and maintain healthy relationships with the swimmers, their parents, and training groups as a whole
- Conduct swim team evaluations for prospective athletes
- Encourage swimmers to attend and actively participate in swim meets
- Attend swim meets as requested and provide swimmers on-deck coaching support
- Oversight of any administrative duties for the site and group lead
- Oversight of meet management from the swimmer's perspective and working closely with the meet director to organize and deliver successful meets
- Oversight of regular communications with members/families
- Follow all Steel City and USA Swimming policies including SafeSport as well as ensure direct reports are compliant
- Undertake other tasks and responsibilities as required to contribute to the team's success and organizational objectives

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Skills and Qualifications:

- Minimum 5 years of coaching experience
- Proven leader and developer of coaching staff
- Knowledge of designing and implementing seasonal training plans
- Demonstrated ability in administrative skills and understanding of budgets
- Solid interpersonal communication skills and demonstrated ability to communicate effectively with athletes of all ages as well as staff and families
- Current USA Swimming Coach Member certifications and good standing
- ASCA level 3 or higher certification, preferred

Core Values:

- Grit
- Service
- Passion
- Integrity
- Growth

How to Apply: Interested candidates should submit their resume and a cover letter detailing their qualifications and experience to jobs@steelcityaquatics.org. Please include "Site Lead Coach Application - [Your Name]" in the subject line.

Steel City Aquatics is an equal-opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.