



Tsunami Swimming - Head Coach

www.tsunamiswimming.org

Start date: August 15, 2024

Tsunami Swimming, located in Fredericksburg, VA, is a non-profit organization formed in 2001 as the area's first-ever comprehensive swimming program offering need-based scholarships with programs for the entire family. Programs include: USA Swimming competitive team, Learn to Swim (ages 4 to adult), Swim and Stay Fit (stroke instruction and improvement), Adult Masters, High School Warm-Up, and RSL Stroke Clinic. Tsunami Swimming's mission is to create a lifelong love of swimming in a safe, positive, encouraging environment and help swimmers set goals so that regardless of ability levels, they can reach their highest potential.

Our ideal candidate is energetic, knowledgeable, supportive, and enthusiastic about the sport. The Tsunami Swimming program is comprised of approximately 70 team swimmers, 10 staff (coaches and instructors), and 200 program participants. It is expected that the head coach works with swimmers at all levels on the competitive team, from novice to senior swimmers, and program participants. The ideal candidate will be equally interested in swimmers' character growth and development, as well as the growth of the team. The head coach is required to be on deck during practice times (morning and evenings, as well as Sundays) averaging 2.5 - 5 hours per day, 6 days a week and present at swim meets (hours vary based on the meet).

Duties and Responsibilities (including but not limited to):

Team and program instruction/development:

- Recruit and retain swimmers at all levels according to USA Swimming guidelines and best practices
- Develop swimmers at all levels according to USA Swimming guidelines and best practices, including providing goal setting sessions, resources for nutrition, and appropriate dry land programs
- Create and conduct workouts for swimmers on the competitive team
- Manage and develop coaching staff/instructors to ensure optimal personal development of both coaches/instructors and swimmers
- Create workouts for the Masters program and Swim & Stay Fit program as needed
- Supervise coaches/instructors in the Learn to Swim, Swim & Stay Fit, HS Warm-Up, and RSL Stroke Clinic programs
- Coach participants of Learn to Swim and Swim & Stay Fit program as needed
- Participate in team events such as parent meetings and social gatherings

Administrative tasks:

- Manage marketing and communication of Tsunami team programs with swimmers, parents, and other interested parties
- Establish and maintain communication with swimmers and parents (within the guidelines of USA Swimming and SafeSport)

- Create the team practice schedule and meet schedule with the advice and assistance of board members and staff; The practice schedule is set during the previous season and is dependent upon pool availability. The meet schedule is more flexible, but should include 1 - 3 meets per month and include local, regional, VSI, and other USA Swimming sanctioned swim competitions.
- Assist club administrators, team accountant, and/or volunteers with regards to financial aspects of the program, including annual budget and reporting, accounting, fundraising, payroll, and maintaining financial records
- Attend board meetings and provide reports to the Board on team numbers, team performance, staffing, and recruitment
- Serve as a liaison with the practice facility management to ensure that the pool quality is within USA Swimming standards and the environment is safe and clean

Candidate Requirements:

- Experience coaching swimmers of all ages (5 years old through high school), a minimum of 5 years of USA Swimming head coach experience preferred
- Experience working with all levels of swimmer abilities and ages
- Possess strong written and verbal communication skills; an outgoing personality is a plus
- Ability to communicate clearly and effectively with parents to encourage the swimmer's development
- Experience with Team Manager, Hy-Tek, and/or a willingness to learn the adopted team software platform
- Availability to work scheduled practice times (set prior to the start of the short course season)
- Completion of USA Swimming Coaching Certifications and be in good standing with USA Swimming and VA Swimming, or be able to attain certifications prior to start of employment
- Pass a pre-employment screening and background check

Salary, Benefits, and Compensation:

- Salary range of \$40,000 - \$50,000, commensurate with experience
- Annual cost of living increase, as determined by the Board
- Potential bonus for recruitment of new team members
- Potential salary increase after the first year of employment by taking on additional leadership roles and responsibilities within the comprehensive Tsunami Swimming program
- Expense reimbursement for travel (with approval)
- Approved reimbursement for USA Swimming certifications
- Health Insurance Benefits available through a partnership with the US Equestrian Foundation. See <https://www.usaswimming.org/coaches/popular-resources/health-coverage> for details.

Resumes will continue to be accepted until the position is filled.

Please send a resume, cover letter, and a minimum of 3 references to info@tsunamiswimming.org. Interviews will be conducted at a later date.