

Rocky Mountain Rapids Swim Team Head Coach Position

About the Rapids: Founded in 1998, the Rocky Mountain Rapids is a non-profit, board-governed, head coach-led swim team based in Colorado Springs, Colorado. The Rapids is a year-round USA Swimming program serving approximately 120 swimmers and a growing membership, providing athletes ages 18 and under the opportunity to train and compete in a supportive, community-oriented environment and participate in local and regional swim meets. The program emphasizes long-term athlete development, technical excellence, and personal growth while maintaining a culture that is fun, inclusive, and family-centered.

Rapids Swim Team Location: The Rocky Mountain Rapids primarily trains at Pine Creek High School, located on the northeast side of Colorado Springs, Colorado. Pine Creek High School (PCHS) features a modern, eight-lane aquatic facility. The team also utilizes long course training space at the nearby United States Air Force Academy, providing access to multiple high-quality training environments.

Head Coach Job Summary: The Head Coach serves as the program leader and primary steward of the Rapids culture, working in collaboration with the Board of Directors to guide the vision, growth, and performance of the team. The Head Coach will be responsible for providing leadership, guidance, and expertise in developing and executing a comprehensive training program for swimmers of various skill levels. Candidates should be passionate about swimming, dedicated to fostering a positive team culture, be versed in leading a competitive swimming program, and committed to helping athletes and fellow coaches achieve their full potential. The Head Coach fosters a positive, inclusive team culture, supports a cohesive coaching staff, maintains open communication with families and the Board, and demonstrates a high level of organization and professionalism.

Head Coach Responsibilities:

1. Program Development:

- Design and implement a season-long training program that focuses on skill development, technique refinement, and overall performance improvement.
- Develop and execute age-appropriate training plans, season-long training plans for swimmers of different skill levels, ensuring they align with the goals and objectives of the team and individual athletes.
- Act as a Rapids representative at all team events and functions including but not limited to practices, swim meets, swim clinics as requested, and LSC meetings.
- Identify opportunities to grow the swim program and enhance the swimmer experience.
- Promote a culture that balances performance, well-being, and enjoyment of the sport.
- Partner with the Board and families to advance fundraising initiatives and build community sponsorship relationships that support long-term program growth and sustainability.

2. Training and Instruction:

- Lead daily practices, providing constructive feedback and guidance to improve swimmers' performance.
- Ensure individualized stroke assessments and corrections are being done.
- Foster a positive and inclusive training environment that promotes teamwork, sportsmanship, and personal growth.
- Recruit, supervise, and mentor assistant coaches, supporting consistent coaching methods and professional growth across the staff.

- Coordinate and facilitate regular coaches' meetings to ensure cohesive training approaches and timely completion of delegated tasks.

3. **Competition Management:**

- Bring experience in guiding and managing hosted swim meets, including coordination with staff, officials, and volunteers to create a welcoming and well-organized event environment.
- Plan and coordinate participation in swim meets, ensuring the team is adequately prepared throughout the year.
- Attend and actively support swimmers during competitions, providing strategic advice and encouragement.
- Analyze meet results to identify areas for improvement and adjust training plans accordingly.

4. **Communication:**

- Maintain open and transparent communication with swimmers, parents, and assistant coaches.
- Provide, or delegate, weekly updates on practices, entry submission deadlines, and any other relevant information during the swim season in our weekly newsletter.
- Address concerns or inquiries in a timely and professional manner or delegate to assistant coach or board member based on request.
- Properly identify violations of code of conduct and escalate to the Board per procedures per our Safe Sport policy.
- Participate in regular check-ins or end of season reviews with the Board to evaluate team success and identify areas for future improvement.

5. **Professional Standards & Compliance**

- Must be a coach member of USA Swimming in good standing and maintain all certifications as per USA Swimming requirements.
- Serve as a role model of leadership and professionalism to swimmers and assistant coaches.
- Promote swimmer safety, both in and out of the water, by ensuring best practices for training and emergency response are always followed.

6. **Inclusion, Retention & Well-Being**

- Support an environment where swimmers of all abilities feel valued and included.
- Encourage healthy balance and long-term participation in the sport.
- Promote a team culture that reflects the club's family-centered values both on and off the pool deck.

Compensation: This full-time position offers a competitive salary commensurate with experience and qualifications. Rapids Swim Team provides paid time off and holidays, meet travel reimbursement, and team apparel. The team also supports professional development opportunities, covering approved education and certification expenses.

To Apply: Please submit a cover letter, resume, and contact information for three references to [Rapids Job Search Candidates](#) for full consideration and potential interview.

Questions can be directed to [Bob Jenkyns, Rapids Administrative Coach](#). Learn more about our program and culture at [Rocky Mountain Rapids Swim Team](#).

