

## YMCA of Northwest La. Swim Team Head Coach

### YMCA COMPETENCIES (Leader):

*Mission Advancement:* Accepts and demonstrates the Ys values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

*Collaboration:* Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

*Operational Effectiveness:* Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience.

Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

*Personal Growth:* Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

### QUALIFICATIONS:

**Experience:** Must have administration and +3 years coaching experience in competitive swimming. Must have current certification in CPR for the Professional Rescuer or equivalent, First Aid, Lifeguard or Red Cross Safety Training for Swim Coaches. Must achieve certification in Principles of YMCA Competitive Swimming and Diving within first year of employment.

**Physical Requirements:** Maintain the physical requirements necessary to maintain safety certifications. Must be able to stand or sit on the pool deck for up to four hours. Must be able to observe participants and communicate clearly.

**Mental Requirements:** Must be able to think in the abstract, solve problems, make decisions, instruct, evaluate and remember.

**Age Requirements:** Must be a minimum of 25 years of age.

### PHYSICAL DEMANDS:

Requires ability to organize groups for participation in daily competitive practices and swim meets. Also required are leadership skills including the ability to inspire confidence and enthusiasm, the ability to mix readily with various groups and to maintain an effective relationship with staff, members and the public. Must maintain physical requirements necessary to keep all certifications in CPR, First Aid and Lifeguarding or Safety Training for Swim Coaches.

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#### **Salary:**

50-60k based on experience

#### **Facility Amenities:**

70,000 sf full service YMCA, 50 meter competition pool equipped with two bulkheads to convert to 25 yard short course, indoor family pool used for cool-down and warm-up during swim meets.

Please contact: Gary Lash,  
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YMCA of Northwest La.  
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