



## **The Hamilton Aquatic Club (HAC) is seeking a Head Age Group Coach**

**Start Date:** Flexible (July 1 or as soon as available)

HAC is a non-profit swim club that has a 90-year history in Hamilton, and between 450-500 swimmers across our Swim School, Junior Competitive, and Competitive Programs. HAC is looking for a Head Age Group Coach who will foster the love of the sport, bring positive energy, and focus on engaging our swimmers. The Head Age Group Coach will have direct coaching, program development, and administrative responsibilities. The overall objective of the position is to support the continued growth of HAC's competitive athletes and programs to produce the highest levels of personal and competitive excellence.

### **Major responsibilities and expectations include:**

#### **Coaching**

- Primary coaching responsibilities for several competitive age groups, including on deck coaching, dryland training preparation and supervision, and program development, as well as support to competitive groups as needed.
- Attending, evaluating, and supervising swimmers at competitive events both at home and away, including provision of coverage for senior level competitive groups as needed, based on per diem compensation detailed in the Payroll Policy.

#### **Program Development and Administration**

- Assisting in the development and execution of an annual comprehensive swimming strategy that identifies the best technical training to elevate HAC swimming in collaboration with HAC coaches.
- Assisting in the development and monitoring of annual operational plan, with a focus on program and group structure, athlete allocation to groups, move-up processes, practice schedules and coach development.
- Collaborating with the Board of Directors, Executive Director, and Head Coach, in developing a 5-year strategic plan, including short- and long-term visioning and goals, incorporating feedback from staff and stakeholders.
- Supporting the development and implementation of a well-rounded meet schedule for HAC athletes and the management of meets in Team Unify.
- Providing administrative support for Competitive Programs and overseeing the Swim School and Jr. Competitive Programs.
- Supporting the planning and implementation of technical clinics, training camps, summer programs, and other training experiences.
- Performing administrative tasks as required by HAC, Swim Canada, and Swim Ontario, including meet management, move-up management, and dryland planning.

### **Coach Supervision and Development**

- Participating in mentorship of HAC coaches, including supporting training and professional development opportunities.
- Providing direct supervision and support to the Swim School and Jr. Competitive Program Coordinators, including regular engagement with their respective coaching teams and groups, and planning for program development and move-ups.

### **Communication & Professionalism**

- Contributing to monthly communications about group and pool schedules, member recognition, meet schedules and results, through various communication methods including social media.
- Engaging in regular and proactive communication with athletes and families.
- Participating in regular coaching meetings.
- Serving as a role model for youth with the ability to demonstrate the values of caring, honesty, respect, and responsibility, and have a positive and encouraging nature in a safe and inclusive environment.
- Foster positive relationships and communicate well with HAC coaches and staff, swimmers, parents, and the Board of Directors, and make positive connections with lifeguards, community members and other teams.
- Creating a fun and inviting learning environment to encourage athlete growth and retention.

### **Required Qualifications**

- Minimum NCCP Age Group Coach Certified Level 1, higher certifications are considered an asset.
- Providing an up-to-date police record check and vulnerable sector check that is acceptable to the HAC Board of Directors prior to commencing employment, and providing subsequent checks as required under club policies or as may be required by law.
- Maintaining coaching certification with Swim Ontario and abiding by the Swim Ontario Coaches Code of Conduct and Ethics.
- Must pass all appropriate background checks and Safe Sport Certification.
- Current NLS & Standard First Aid an asset.
- Knowledge of Team Unify Software an asset.

**Compensation:** will be commensurate with experience and current qualifications, starting at \$60,000+. This position includes a comprehensive health benefits package, a structured bonus opportunity contingent on meeting performance targets, professional development remuneration, swim travel expense, per diem, and an attractive vacation entitlement.

Interested candidates should submit their application, including a resume and cover letter/statement of interest, to Courtney Desjardins, Head Coach, at [Courtney.Desjardins@hacswim.ca](mailto:Courtney.Desjardins@hacswim.ca).

Application review will be ongoing until the position is filled. Thank you in advance for your interest, select qualified applicants will be contacted.