



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

Central Connecticut Coast YMCA Position Announcement

Job Title: Head Swim Team Coach
Leadership Level: Team Leader
YMCA
FLSA: Non-exempt – Part-time

Reports To: Aquatic Director
Work Location: Hamden/North Haven

Work Schedule: Nights & Weekends

A Career with a Cause:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. Our mission is to put Judeo-Christian principles into practice through programs that build healthy spirit, mind, and body for all. The Y strengthens the foundations of communities and families through our key areas of focus; youth development, healthy living, and social responsibility and our core values of caring, honesty, respect, and responsibility. We are committed to this cause because a strong community is achieved when we invest in our children, health, neighbors, and values.

We are welcoming: we are open to all. We are a place where you can belong and grow. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

Position Summary:

This position supports the mission and work of the Y, a leading nonprofit, charitable organization. The Head Swim Team Coach at the Central Connecticut Coast YMCA is responsible for the swim team program overall, and maintains a supportive, positive atmosphere that welcomes and respects all individuals and provides direct leadership, instruction, motivation, safety, and enjoyment for swim team participants and staff. The Head Swim Team Coach provides direct coaching and assures the well-being for each participant and staff in line with YMCA of the USA guidelines and association policies in accordance with their training.

Essential Functions:

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The essential functions of this position include, but are not limited to the following:

- Models the YMCA core values of caring, honesty, respect, and responsibility with members, colleagues, staff, guests, volunteers, and vendors.
- Develops and maintains positive relationships with and between volunteers, members, program participants, staff, and colleagues at all levels of the organization; helps participants and families connect with each other and the YMCA; and encourages parent or caregiver involvement.
- Recruits, trains, supervises, and evaluates staff and volunteers for the competitive swim program with the support of the Aquatics Director.
- Leads swim team program in accordance with YMCA guidelines, having prepared practice plans, swim meet and team administration, and volunteer recruitment accordingly, and supports members, program participants, and staff in achieving their goals.
- Works with Aquatics Director to develop, promote and manage competitive swim program in a manner consistent with YMCA core values
- Maintains and support staff with proper attendance and skill records; prepares required reports as directed.
- Follows all aquatic procedures and guidelines including those pertaining to health and safety, rosters, forms, meet achievements, reports, and staff expectations.
- Develops positive relationships with participants and staff and provides motivational support and guidance.
- Ambassador of all YMCA programs with a focus on Aquatics programs, schedules, and member engagement.
- Maintains physical presence at all times with swim team and staff, and remains aware of pool surroundings and participants in the pool.
- Knows, follows, and enforces all YMCA policies, rules, regulations, and procedures, including emergency and safety Procedures, and those for the prevention of child abuse.
- Attends all mandatory meetings and trainings.

YMCA Leadership Competencies:

- **Volunteerism:** Engages volunteers and promotes social responsibility at all levels of the organization.
- **Collaboration:** Creates sustainable relationships within the Y and with other organizations in service to the community.
- **Program/Project Management:** Ensures program or project goals are met and intended impact occurs.
- **Communication & Influence:** Listens and expresses self effectively and in such a way that engages, inspires, and builds commitment to the Y's cause.
- **Emotional Maturity:** Demonstrates ability to understand and manage emotions effectively in all situations.

- **Inclusion:** Values all people for their unique talents, and takes an active role in promoting practices that support diversity, inclusion, and global work, as well as cultural competence.
- **Developing Self & Others:** Develops self and supports others (e.g., staff, volunteers, members, program participants), both formally and informally, to achieve their highest potential.
- **Functional Expertise:** Executes superior technical skills for the role.

Experience, Education, and Qualifications:

- Minimum of three years of experience of coaching a competitive program
- Certification in YMCA or Red Cross Lifeguarding
- CPRPR, O2, Safety training for coaches' certifications
- Minimum age of 21 years.
- Position requires an understanding of and commitment to the YMCA mission and values.
- Maintain all required certifications including Lifeguarding, CPRPR, First Aid, AED, O2, ASCA, and YMCA coaching certifications.
- Maintain active membership in local, regional and national swim coaching organizations.
- Proven ability to supervise, recruit, train, and support staff and volunteers.
- Demonstrates leadership skills in an outgoing, friendly, assertive, professional, and mature manner.
- Demonstrates a sincere desire to improve YMCA programs, staff, and course participants.
- Ability to lead and motivate others.
- Demonstrates excellent planning and organizational skills.
- Exceptional interpersonal, communication, and customer service skills, as well as the ability to build and maintain positive relationships with Members, Directors and Staff.

Trainings & Certifications:

- Must complete online New Employee Orientation, Child Abuse Prevention, Mandated Reporter, Bloodborne Pathogens, Hazard Communication, and Employee Safety trainings prior to start of position.
- Must complete Safe Sports Act Training within the first 90-days of employment
- Must attain certification Safety Training for swim coaches' with in first 30 days of employment.
- Must be certified in ASCA Foundations of coaching level 1 or higher - *Required for job placement.*
- Must attain YMCA coaching certification.
- Must be certificated in Lifeguarding, CPRPR, First Aid, AED, O2, ASCA, and YMCA coaching certifications - *Required for job placement.*

Effect on End Results:

This position strongly impacts the effectiveness with which the Central Connecticut Coast YMCA accomplishes its mission. The role requires that the Head Swim Team Coach be committed to delivering high quality results, building positive relationships, maintaining a safe environment, and fostering a healthy community for all.

- Growth is seen in the program enrollment and quality in accordance with annual targets.
- Participants, Parents/Caregiver, and Staff become more confident and comfortable as part of the swim team.
- Participants and staff set and achieve personal goals.
- Swim team program is conducted according to the YMCA of the USA standards.
- Swim team members and staff embody the mission and values of the YMCA.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to type, handle or feel; and reach with hands and arms. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Position requires sitting for extended periods of time and repetitive data entry. Must be able to be in the water for extended periods of time and pass aquatic proficiency tests. Must have sufficient visual and auditory acuity to respond to emergencies in a timely manner in a busy pool environment.

Work Environment:

This job operates in a recreational and educational environment. This role routinely uses standard sports and recreation equipment such as gym equipment, sports equipment, and office equipment such as phones, photocopiers, filing cabinets, and fax machines. At times, employees may be exposed to undesirable working conditions, communicable infectious diseases, and risk of injury from others. All employees are required to follow the preventative health policies of the YMCA at all times. The noise level in the work environment is moderate to high.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Websites for More Information:

www.cccymca.org

www.gnhcc.com

www.brbc.org

Application Information:

Submit a cover letter, resume, and four references by **July 31, 2019** to Alexandra Hunter, Aquatics Director at ahunter@cccymca.org.