

TIDE Swimming: Lead Developmental Coach

This position will lead TIDE Swimming's Novice, Tide 1, Tide 2, and Tide 3 Developmental groups at the Hilltop YMCA in Virginia Beach, Virginia. The approximate on deck hours are:

- 3:30-7:30pm on Monday through Thursday, 4:30-6:00pm Friday (TIDE Swimming Developmental)
- 2 hours of on deck time for Saturday practices (with Age Group coaches)
- One to two swim meets per month
- In addition to these on deck hours, the TIDE Developmental Coach will be responsible for coaching at all TIDE meets where he/she either has swimmers competing and/or the Head Coach requests his/her assistance. This will be approximately 1-2 swim meets a month. Occasionally this coach will be asked to lead other TIDE Swimming groups on a substitute basis for either coach coverage or overall professional development.

The Lead Developmental Coach will report directly to TIDE Swimming's Head Coach and will be responsible for:

- Refining and executing the TIDE Swimming curriculum and standards and criteria by group, in coordination with the TIDE Swimming Head Coach
- Coaching/Teaching curriculum in water and on-deck to age group swimmers including proper fundamentals and technical aspects of competitive swimming
- Hiring and managing staff to execute instructional program alongside lead coach
- Managing and overseeing budget associated with developmental groups including working with the Executive Director to ensure accurate payroll
- Initiating and executing parent education and communication for developmental swimmers to encourage parent involvement, knowledge of the sport, and swimmer retention
- Increasing visibility of the Developmental group through active communication at all coaches meetings and in monthly correspondence to Board in Head Coach's report
- Coordinating meet entries for all swimmers from the developmental program participating in meets as well as encouraging energy and elevated levels of participation in "8 and under" competitions, District Championships and Summer Awards
- Actively seeking ASCA level certifications and taking responsibility for having all his/her required coaching certifications/requirements current and in good standing with Virginia and USA Swimming
- Lead initiatives to retain and recruit swimmers to the TIDE Swimming Developmental program by communicating with prospective TIDE swimmers and parents as well as being the "face" of TIDE Swimming at various VBSL swim meets
- Understanding the mission, outcomes and competencies expected additionally found in the "TIDE Swimming Lead Developmental Coach Scorecard"

The Lead Developmental Coach for TIDE Swimming is expected to:

- Demonstrate high work standards
- Show dedication to the team and its athletes
- Hold him/herself accountable to the highest of ethical standards
- Develop and execute programs that meet the mission and vision set forth by TIDE
- Work with the other TIDE Swimming staff and attend all necessary staff meetings
- Provide input on making TIDE Swimming the best overall swimming program in the area

TIDE Swimming

Developmental Coach Scorecard

Mission

The mission of TIDE Swimming is to share our passion for and knowledge of the sport of swimming. Committed to excellence, we strive to provide our student athletes with the resources they need to achieve their full potential in a fun, team environment. We strive to make a positive lifelong impact on every member of our team.

Outcomes

- Properly teach swimmers the fundamentals of competitive swimming:
 - Balance of technique, conditioning, and fun
 - Hard work is valued by coaches more than talent alone
 - Goal setting – introduced at appropriate level
- Ensure every swimmer feels valued and watched over by the TIDE coaching staff
- Communicate with parents so that they understand your level of expertise and professionalism and they know you care about their son/daughter

Competencies

- Organized – ability to plan not only the training program and skill progression for appropriate age but also plan the entire season to achieve the Mission stated above – social events, meet participation, team building activities, athlete and parent education
- Honesty/Integrity, supporting the direction of the program in both actions and in communication with members
- Expertise in club swimming and age group swimmer development – be a student of the sport
- Communication skills
 - Ability to proactively and reactively communicate with parents; parents need to respect and like you
 - Ability to collaboratively work with coaching staff
 - Ability to sell the sport and your program and to educate parents on your plan and direction so that they understand your expectations