

Head Coach - Job Description

To act as the Head Coach for Derventio Excel Swim Squad (DX) to ensure delivery of agreed performance targets in relation to regional, national and long term international performances. This will primarily be in relation to coaching the Elite/High Performance Squad and line managing the coaches within the programme.

Duties - The post holder will be expected to:

- Put in place individual and squad based coaching plans to ensure the delivery of agreed performance goals
- To plan, and evaluate swimming programmes for individual swimmers within the squad including regular review meetings with each swimmer to discuss performance progress and goals and the submission of relevant information to the DX exec when requested
- Manage the coaching team and support as required with delivering coaching sessions for other squads, during holidays and sickness etc
- Coach at all times to be best of your ability with the club's best interest at heart
- Lead Coaches meetings to discuss the club's progress and new ideas for the future and, as required Club Committee meetings
- Manage relationships with key strategic partners: Everyone Active, University of Derby, Derby City Council
- Be an ambassador for DX within swimming and positively promote the Derbyshire talent pathway, including appropriate talent ID for the squad
- Be punctual for all club activities
- Promote team spirit and the DX programme values: Commitment, Courage and Care

There is an opportunity for this role to expand to a Director of Swimming position. It is intended that this will include (but not be limited to) the strategic management of a community club strand formed through a proposed merger with a city based pathway programme.

These job duties, and the person specification details below, are not to be regarded as exclusive or exhaustive. They are intended as an indicator of the areas of responsibility and will be amended to serve the needs of the performance programme.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Minimum UK Level 3 coaching qualification or international equivalent in swimming 	<ul style="list-style-type: none"> • Degree level qualification in a sport related subject • Completion of a Swim England and/or British Swimming coach development programme, e.g. Coach 2024 • Mentoring qualification • Strength and conditioning qualification or the willingness to undertake in the short-term
Experience	<ul style="list-style-type: none"> • Extensive experience of coaching swimmers to an international junior and/or senior level • Demonstrated track record of devising and leading LTAD plans to guide swimmers towards fulfilling their potential in the sport • Experience of delivering education talks on LTAD and/or OADF to parents, swimmers and coaches • Experience of coaching as part of a national team at international championships/major games at a junior or senior level • Ability to lead a multidisciplinary team (S+C, psychology, nutrition, lifestyle support) 	<ul style="list-style-type: none"> • Experience of business management, e.g. budget creation/management, HR management • Demonstrated entrepreneurship

<p>Leadership skills</p>	<ul style="list-style-type: none"> • Ability to lead a dedicated squad of swimmers towards achieving success as part of British Swimming and/or home nation teams • A proven leader with a track record of managing a dedicated team of coaches • Experience of managing important relationships with partners, e.g. pool operators, education establishments, councils, swimming governing bodies • An excellent influencer and positive change agent with key partners • Ability to present to a wide variety of different audiences • Represent the programme at all times and be seen as a coach leader with integrity and a growth mindset 	<ul style="list-style-type: none"> • Experience of mentoring coaches within their own programme and/or externally through an NGB initiative • Demonstrated commitment to shaping the sport, e.g. experience of sitting on regional/national coaching forums
<p>Coaching skills and knowledge</p>	<ul style="list-style-type: none"> • Enhanced knowledge of performance coaching best practice • Evidence based ability to adapt coaching style and approach to the needs of the individual swimmer in a holistic manner • Ability to coach swimmers across a broad range of strokes and events • Demonstrated ability to create and contribute to a positive working environment for the other coaches in the team 	<ul style="list-style-type: none"> • Knowledge of co-career opportunities for swimmers, e.g. British Swimming National Centres, NCAA • Working knowledge of BUCS system in relation to swimming

<p>Behaviours</p>	<ul style="list-style-type: none">• Acts as a figurehead for the programme at all times• Understands and takes pride in their position in the pathway and the impact they have on a swimmers journey• Shares and promotes the programme values: Commitment, Courage, Care• Sets challenging and yet achievable/inspirational goals• A creative self-starter who brings a positive growth mindset to the daily training environment• A role model who leads by example in their approach• Sees obstacles as opportunities• Highly self-aware with the ability to control emotions under pressure, e.g. in the arena• Displays humility in the face of success and in challenging situations	
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