

Assistant Head Coach - Job Description

To act as lead coach for Derventio Excel National Squad to ensure delivery of agreed performance targets in relation to regional and national performance. This will include working with Regional Squad Coach and Head Coach as required to ensure a consistent delivery of the programme.

Job Duties - The postholder 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 Head Coach
- Support the Head Coach and other members of the coaching team 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
- Attend Coaches meetings to discuss the club's progress and new ideas for the future and, as required Club Committee meetings
- 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
- To assist Head Coach with delivery of training sessions (expected to be predominantly National squad but may also include other squads as required)
- To execute club admin duties as required
- To support the delivery of philosophy and performance behaviours, as directed by the Head Coach

These job duties 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 2 coaching qualification or international equivalent in swimming	<ul style="list-style-type: none">• Degree level qualification in a sport related subject• Strength and conditioning qualification or the willingness to

		undertake in the short-term
Experience	<ul style="list-style-type: none"> • Demonstrated track record of devising 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 regional and/or national team, e.g. Swim England or British Swimming 	<ul style="list-style-type: none"> • Extensive experience of coaching swimmers to national final level • Experience of planning and delivering land based sessions • Experience of working as part of a multidisciplinary team (S+C, psychology, nutrition)
Leadership skills	<ul style="list-style-type: none"> • Ability to lead a dedicated squad of swimmers towards achieving success at a Regional level • An excellent influencer and positive change agent with key partners, e.g. home clubs • Represent the programme at all times and be seen as a coach leader with integrity and a growth mindset • Able to deputise for the Head Coach when they are away from the programme 	<ul style="list-style-type: none"> • Ability to lead a dedicated squad of swimmers towards achieving success at a British National level • Able to lead a group of coaches towards a common goal
Coaching skills and knowledge	<ul style="list-style-type: none"> • 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 	
Behaviours	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

	<ul style="list-style-type: none">• Sees obstacles as opportunities	
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