



Job Title: Head Coach – Competitive Swim Team

Reports To: Parent Board of Directors

Job Type: Full or Part-Time

Location: ICC (Isothermal Community College) Pool: ICC Loop Road Spindale, NC

Rutherford County Swim Team (RCST) is a Non-Profit swim team in Spindale, NC that was established in 1986. Our team's vision is to produce physically fit, emotionally confident and healthy young adults by engaging them in a demanding and rewarding athletic activity. We consider our focus to be the development of "Character", "Confidence", and "Physical Health". We are looking for a head coach to join and grow our team. We currently have approx. 25 competitive swimmers that are dedicated and excited about the future. This is a grassroots team that has a lot of potential and room for growth.

Job Summary:

The Head Coach is responsible for leading all aspects of a year-round, competitive swim team operated by a non-profit, parent board-run organization. The team serves swimmers of all levels, from novice to advanced, and emphasizes athletic development, team unity, and community engagement. The Head Coach is expected to create a high-quality training environment, coordinate team participation in meets, manage assistant coaching staff, and represent the team in the local swim community.

Key Responsibilities:

Practice Planning & Coaching:

- Develop and implement a season-long training plan appropriate for all skill levels.
- Conduct **five (5) in-water practices per week**, each lasting **two hours**, including stroke technique, endurance, race pace, and starts/turns.
- Plan and lead **1–2 dryland strength and conditioning sessions per week** tailored to swimmer age and ability.
- Ensure swimmer safety and foster a positive, disciplined, and motivating atmosphere at all practices.
- Provide individualized feedback and goal-setting for swimmer development.
- Track swimmer progress throughout the season.

Meet & Event Coordination:

- Plan swimmer participation in dual meets, invitationals, and championship events.
- Staff for all scheduled meets and provide on-deck coaching, race feedback, and team leadership.
- Manage meet entries and collaborate with meet hosts and officials.
- Support the parent board in hosting home meets, including volunteer coordination and logistics.

Team Administration:

- Work collaboratively with the **parent-run Board of Directors** on strategic planning, budgeting, and team goals.

- Participate in board meetings and provide coaching updates, seasonal planning, and roster development input.
- Supervise, mentor, and schedule assistant coaches to ensure program consistency and swimmer safety.
- Manage team equipment needs.

Community & Family Engagement:

- Serve as a liaison between swimmers, families, and the board to maintain open, respectful, and proactive communication.
- Promote a positive and inclusive team culture that encourages sportsmanship and mutual support.
- Represent the team professionally within the local swim community and at swim league meetings.
- Participate in community outreach, fundraising events, and team-building activities organized by the board or coaching staff.

Qualifications:

- U.S. Citizenship required.
- 3–5 years coaching experience with competitive swim teams (preferred).
- Experience working with athletes of various levels, from beginners to high-level competitors.
- Current certifications in CPR, First Aid, Lifeguarding, and USA Swimming Coach credentials (or equivalent governing body).
- Strong leadership, communication, and organizational skills.
- Ability to work collaboratively with a volunteer parent board and build strong relationships with families.
- Background check and SafeSport certification required.

Preferred Qualifications:

- Bachelor's degree in a related field (e.g., Exercise Science, Sports Management, Education).
- Experience with swim team software (e.g., TeamUnify, Hy-Tek).
- Familiarity with operating in a non-profit or parent board-run team environment.

Salary:

- Competitive Pay with Profit Sharing Opportunities

How to Apply:

- Email resume, list of references and other supporting documentation to: rcstraiderscoach@gmail.com

For more information go to <https://lanelines.org/> or call 724-316-7356.