



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

ROWAN-CABARRUS YMCA JOB DESCRIPTION

Job Title: RAC: South Rowan Lead Site Coach: Developmental 12& under / HS group	Department: Swim Team (Salisbury)
Reports To: RAC Team Director and Branch Executive Director	Job Type: Part-time
Position: Y Part Time / \$14-16 hour. 3-4 evenings per week, 1x Saturday/month. Aug—April**	Start Date: August 2025 for 9/3/25

General Function

Under the direction of the Rowan Aquatic Club Director, the South Group Coach is responsible for coaching and supervising swim team participants in the China Grove (South Rowan) Y program which is active from Labor Day through April each year. Swimmers may be 7& older. Site numbers 25-35 participants.

*****Additional combined roles or responsibilities may exist with the RAC year round program, the Salisbury Y Summer League Team, and Salisbury's Swim Lesson program are potentially available. Information upon request.***

RAC's Lead Site Coach/es must conduct routine practices according to RAC, YMCA and USA swimming foundational principles. This is including but not limited to team Mission and Vision, American Development Model (ADM), and best practices also in accordance with the Y of the USA.

Branch sites offer the first 3 developmental levels of RAC and a teen HS/fitness group. Athletes will be started with the expectation and opportunities to grow and earn entrance to the Pre-Senior level in the Competitive-USA team in Salisbury, while also caring and developing for swimmers who have sought out a Recreational level of the sport. Responsibilities include working with RAC and Aquatics staff to host RAC's mini rec meets, 1x per month within the Rowan area. Travel to the annual YMCA League Meet (GYSSA) in March may also be required.

This person will also serve as a role model to members and Y staff and will at all times live the mission, vision, and core values of the YMCA.

Know How

Must exhibit leadership and teaching skills in an outgoing, friendly and professional manner. Will work well coaching alone, and also function highly within a team of coaching staff. Must possess the knowledge and skills necessary to lead junior and developmental level practices with a focus on long term stroke development, pride in becoming part of the RAC team family and confidence built through setting and meeting established goals for upward mobility through the program.

The successful applicant will likely have prior experience in USA and/or YMCA swimming team, as well as swim teaching (WSI/YMCA) at the Elementary age. Applicant should have or be able to earn within 30 days of hire: YMCA Swim Coach, USA Swimming Coach and ARC Lifeguard. Must have or be willing to learn core skills in dryland training, Team Unify and Meet Manager programs.

Physical Requirements

This position requires the following, but is not limited to:

Swimming	Walking	Crouching	Pulling	Standing	Lifting	Vision
Kneeling	Pushing	Hearing	Climbing	Carrying	Jumping	

Job Segments:

- Report to work on time and be on deck ready to begin at the start of all practice and event times.
- Know, adhere to, and enforce all pool and YMCA/USA/Safe Sport rules and policies.
- Ensure the safety of all swimmers during practices and meets.
- Understand and follow all safety rules and regulations including knowledge of emergency procedures and location of emergency equipment.
- Attain and retain all required RAC Coach and YMCA certifications.
- Attend all meetings and required trainings (i.e. staff meetings, in-service training).
- Plan, prepare, and conduct practices in accordance with RAC guidelines, norms and the ADM.
- Work as part of RAC staff team to ensure team standards are met, continuity in athlete development and positive, synchronized leadership.
- Report attendance and progress of members routinely to Team Director.
- Communicate Incident Reports in a timely manner to Team Director.
- Provide positive and helpful feedback and evaluate athletes periodically. Make recommendations for progression through the program.
- Perform various routine or occasional administrative duties as assigned by the Team Director and Branch Executive Director
- Communicate with Team Director to plan and execute successful full team events, fundraisers and service opportunities.

Effect On End Results:

The RAC Swim Team Lead Site Coach will ensure that the Rowan-Cabarrus YMCA Swim Team program maintains a positive reputation, works to benefit participants and families, the community at large, is financially profitable, and functions in accordance with the mission and philosophy of RAC and the Rowan-Cabarrus YMCA.