Head Swim Team Coach - Club League

Reports To: Aquatics Director
Department: Aquatics
FLSA Classification: Part-Time, 15-20 hrs/wk, Hourly / Non-Exempt
Pay Rate (hourly): $22.00/hr
Updated Date: 9/28/26

Job Summary

The Head Swim Team Coach shares a passion for the sport of swimming and works with children, tweens, and teens in both a learn-to-swim and competitive environment. The AJCC Smokin' Salmon is a USA Swimming team that has been steadily growing and currently includes athletes up to age 18. Our learn-to-swim program has been teaching children to swim for decades. This position develops and implements a comprehensive swim program for novice, age-group, and senior swimmers, supporting athletes as they progress from local competition to state, regional, and championship-level meets.

Principal Responsibilities

AJCC Smokin' Salmon Head Coach - Club League

- Plan and implement swim team practices for swimmers up to age 18.
- Collaborate with coaches and assistant coaches to support practices at all levels.
- Plan meet schedules, fully implement home meets, coordinate travel, and coach at local, state, and regional swim meets.
- Mentor athletes at every level to reach their personal and team goals.
- Prepare more advanced and elite-level swimmers for championship-level competition utilizing best practices and current training approaches.
- Facilitate a welcoming, positive, and inclusive team culture that connects athletes and families to one another through clear communication and opportunities for social engagement.
- **Build strong relationships with swimmers and families that support athlete retention, family engagement, and continued growth of the swim team.**
- Maintain a safe and engaging environment that adheres to all Safe Sport standards.

- Build future swim team athletes and connections with families by teaching 2–5 Learn-to-Swim lessons each week.
- Maintain a safe and organized teaching environment at all times.

Other

- Step into lifeguard duties as needed.
- Adhere to and enforce all pool safety guidelines.
- Communicate regularly and effectively to build positive relationships with swimmers, athletes' families, aquatics staff, and JCC pool members.
- Prepare and clean the pool deck before and after lessons, practices, and meets.

Required Skills/Abilities

- Proven experience coaching competitive swimmers.
- Understanding of swim training methodologies, stroke mechanics, and race strategy.
- A dynamic leader with exceptional communication and mentorship skills.
- Passion for preserving our club's legacy while driving it forward.
- Ability to motivate, challenge, and engage swimmers in a positive team environment.
- Ability to work effectively with swimmers across a range of ages, abilities, and competitive levels.

Qualifications

Education:

- High school diploma or GED.

Experience:

- 2+ years of experience with both age-group and senior club swimmers preferred.
- 2+ years of experience teaching Learn-to-Swim lessons in a group or private setting preferred.

Certifications:

- Must be in good standing with USA Swimming coaching requirements or willing to obtain required credentials within 90 days of employment.
- CPR for the Professional Rescuer, AED, Basic First Aid, and Oxygen certifications, or willingness to obtain within 90 days of employment.
- NC Childcare Background Check.

Additional:

- Must pass a pre-employment background and drug screening.

Physical Requirements

Must be able to:

- Safely lift items up to 50 pounds.
- Work for prolonged periods while standing, sitting, bending, squatting, and walking, and climb minimal heights.
- Work outdoors in seasonal heat, cold, and inclement weather, as well as in loud environments.
- Swim and respond appropriately in emergency situations.