



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

YMCA HYAC SWIM COACH

Job Title: HYAC Swim Coach
FLSA Status: Part Time
Reports to: Aquatics Director
Leadership Level:

Job Code: XXXX
Job Grade: XX
Revision Date: 1/14/2020
Primary Function/Department: Aquatics

POSITION SUMMARY:

YMCA HYAC Swim Coach is responsible and accountable for planning, conducting, and evaluating high-quality swim team practices and meets. The Swim Coach is also responsible for informing and serving YMCA members and volunteers in a premier fashion. He or she is expected to emphasize member service, character development, the mission statement and to work with membership retention and promotion.

ESSENTIAL FUNCTIONS:

1. Provides leadership and direction by coaching athletes and by providing overall direction to the different areas. Models relationship-building skills in all interactions with staff, volunteers, members, and the community.
2. Attend all staff meetings and trainings.
3. HYAC Swim coach position will conduct practices, motivate swimmers, and instruct swimmers with strategies and techniques.
4. Knows/reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies and procedures. Completes related reports as required.
5. Performs other duties as assigned.

YMCA COMPETENCIES (Organizational Leader):

Mission Advancement: Incorporates the Y's mission and values into the organization's vision and strategies. Ensures community engagement; promotes the global nature of the Y. Leads a culture of volunteerism ensuring engagement, inclusion, and ownership. Leads a culture of philanthropy.

Collaboration: Advocates for and institutionalize inclusion and diversity throughout the organization. Initiates the development of relationships with influential leaders to impact and strengthen the community. Is recognized as an inspirational community leader who navigates complex political and social circles with ease. Communicates to engage and inspire people within and outside the YMCA. Ensures that a talent management system is in place and executed effectively.

Operational Effectiveness: Possesses penetrating insight and strong strategic and critical thinking skills. Invests resources in well-designed innovation initiatives. Creates a structure to deliver organization-wide results to achieve objectives. Develops and implements stewardship strategies. Determines benchmarks and ensures appropriate leadership to meet objectives.

Personal Growth: Creates a learning organization. Effectively drives change by leveraging resources and creating alignment to expand organizational opportunities. Shares authority and demonstrates courage and humility. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

1. Knowledge and experience in all aspects of HYAC, including supervision and development, program development and implementation, and volunteerism.
2. Understanding of the nature and purpose of the YMCA and the respective roles of volunteers and staff.
3. Ability to relate effectively to diverse groups of people from all social and economic segments of the community; a track record of building authentic, constructive relationships with others.
4. Must possess current CPR, AED, Basic First Aid, and swim coach certifications.

WORK ENVIRONMENT & PHYSICAL DEMANDS:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is regularly required to
- The employee frequently is required to sit and reach and must be able to move around the work environment.
- While performing the duties of this job, the employee is frequently required to: stand, climb or balance, stoop, kneel, crouch, crawl, and remain alert. The employee must lift and/or move more than 50 pounds.
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- Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust.
- The noise level in the work environment is usually moderate.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____