



## Lead Performance Coach

June 2021





## Club History

Leicester Sharks C.S.C. was formed in August 2011 with the amalgamation of Enderby Swimming Club and Lutterworth & District Swimming Club. This merger allowed the newly formed club to offer a higher quality of development swimming to athletes in the area and this has always been the foundation of the programme as it has grown.



As the programme aged, it became evident that more support was needed for the increasing numbers of athletes joining and developing at the club and additional part-time coaching staff were added to the successful volunteer coaching team, with the Director of Swimming, Guy Worrow, gradually progressing from a part-time to full-time role. In 2017, the club was growing at an astonishing rate and the need for an Age Group and Youth programme was becoming evident. In order to cope with the increasing performance levels of our developing swimmers, the increasing number of athletes choosing to remain with the club and continue to target progression and performance, the club were able to appoint a full-time Head Coach in Mark McKenna to work alongside the full-time Director of Swimming.

Since the formation of Leicester Sharks C.S.C., the club have produced some astonishing performances, including:



- Two-time National Junior League finalists
- 37 Regional medals 2019
- Regular selections on National Talent pathway
- Multiple National medals 2016-2019
- Multiple British Championship Qualifiers 2020
- Multiple Athletes Top 5 British Nationals 2019
- World Junior Bronze Medalist 2019 (400 I.M.)

## Our Vision

During the pandemic, it has become apparent that in order for the club to continue to offer the highest-level coaching to all levels of athletes within our development and performance pathways, that a third full-time coach is required. We see this as a permanent fixture to the coaching team and this will ensure delivery of the highest quality is provided to all athletes.

We aspire to build on the successful development and pre-development pathways at Leicester Sharks C.S.C. and offer the highest quality coaching to each athlete on their journey through Development, Age Group and Youth swimming.

We aim to have a continuous conveyor belt of talent progressing from our linked Learn to Swim programmes and throughout the club, providing the strongest foundations for all athletes to succeed on the senior stage.



**Leicester Sharks Competitive Swimming Club**

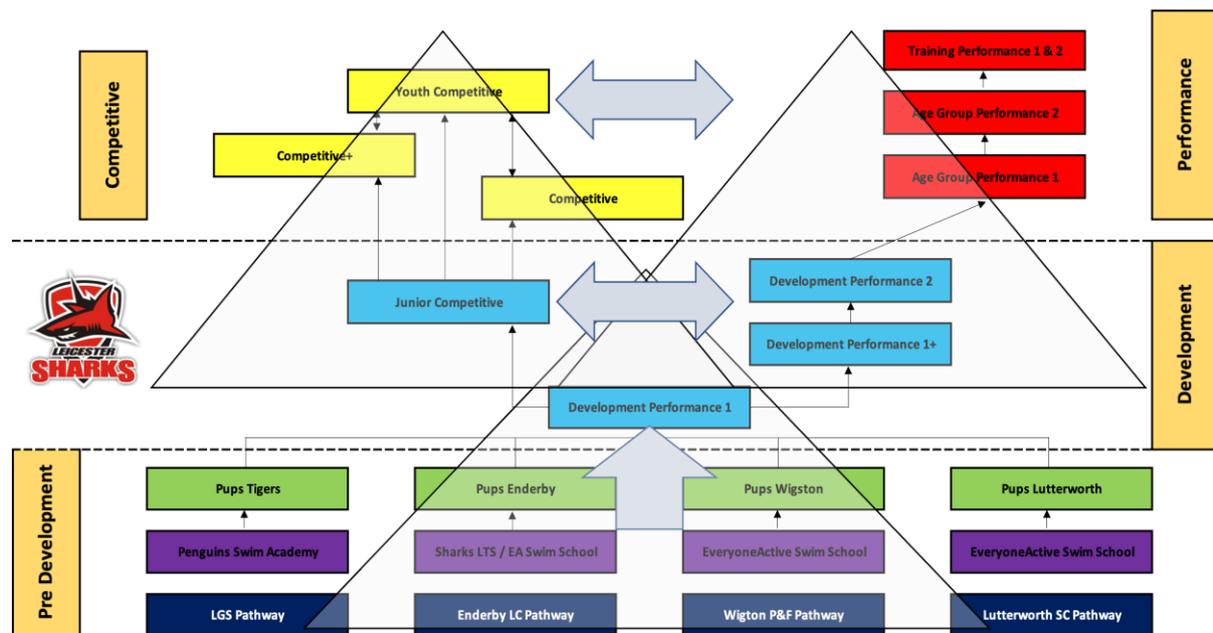


## Club Structure

Our purpose is to provide our athletes with the strongest foundation of psychological, physical, technical and tactical tools possible before they take the step into senior swimming.

In order to be truly inclusive and offer opportunities to all athletes who want to develop their swimming skills, performances and confidence, our club is split into four separate areas. Performance, Competitive, Development and Pre-Development. Each area plays an equally important role in the progression of our athletes and there is a short description with the flow chart below, explaining what each area is about.

While we do run a small Learn to Swim programme (Known as Angel Sharks) and these athletes do filter into our club, we retain a fantastic relationship with the Learn to Swim programmes at all of our training sites and also various independent programmes within our catchment area.



Our **Pre-Development** squads offer excited young swimmers the opportunity to explore the competitive side of our sport, and develop their technique to prepare them for greater challenges.

Our **Development** squads progress the skills of our young swimmers and transitions them into competitive athletes. This crucial stage hugely advances our athlete's capability and really accelerates their swimming ability ahead of their peers.

Our **Competitive** squads offer opportunities to all athletes to swim in a competitive club environment, to improve themselves as swimmers and continue their progression in the sport.

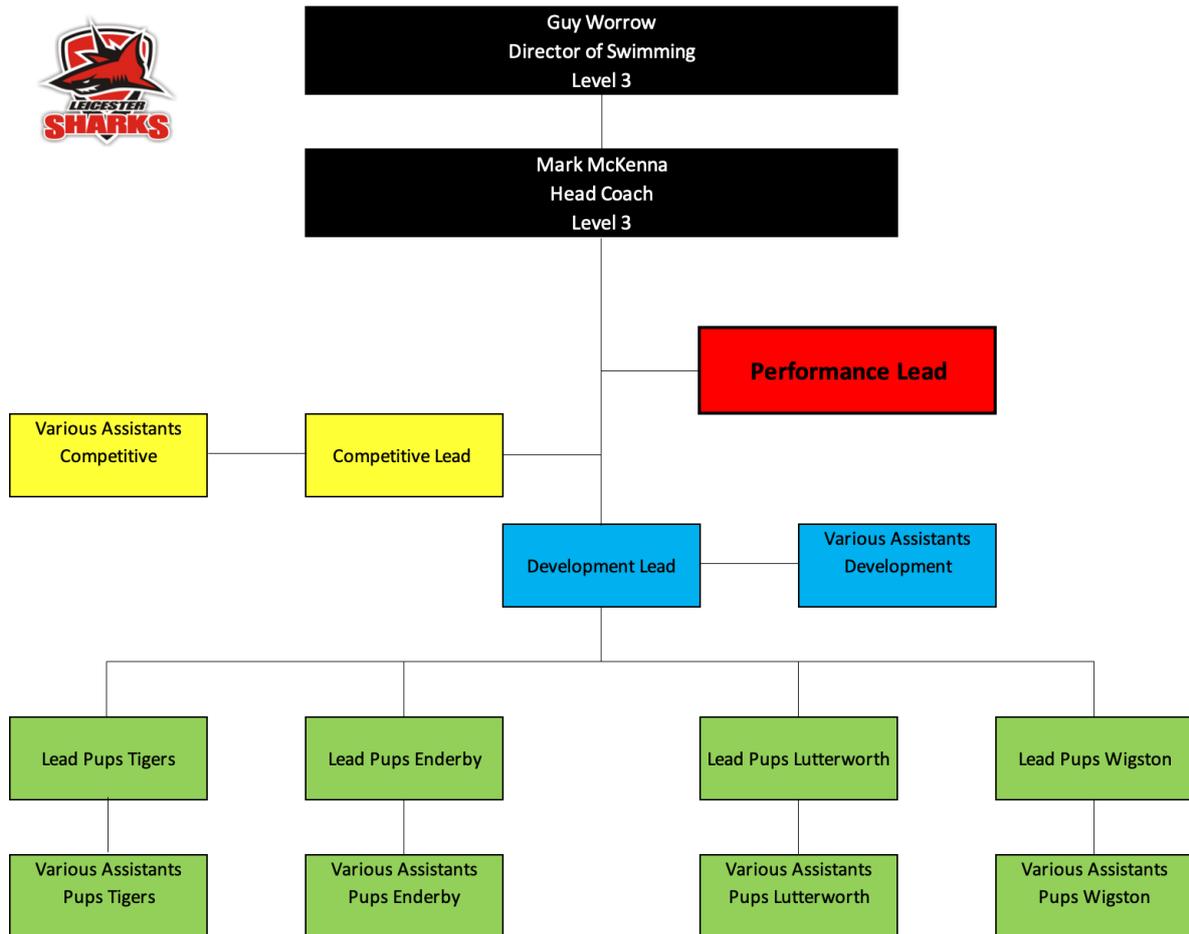
Our **Performance** pathway challenges our athletes to relentlessly strive to improve, and teaches them the physical, psychological and technical skills required to compete with the best junior athletes in the world.

### Leicester Sharks Competitive Swimming Club



## Coaching Structure

As demonstrated by our Coaching Structure flow chart below, Leicester Sharks have a unique set up for their coaching staff which we believe brings the best out of each of our coaches and ensures we are utilising each individual's area of expertise while working together for the betterment of the entire programme.



The new Lead Performance Coach will play an integral part in linking the development and youth squads to ensure a seamless transition from our top-class development groups to our improving Age Group and Youth programmes.

The Performance Lead will work side by side with our Director of Swimming and Head Coach to ensure the foundations of development are instilled throughout the club. They will have the opportunities to share ideas, learn and develop their own knowledge and skill set within coaching and club management.

**Leicester Sharks Competitive Swimming Club**



## Qualifications, Skills and Attributes desired

### Job Requirements

- UKCC Level 2 Swimming Coach (Working towards Level 3)
- Valid Safeguarding Certificate
- Valid NPLQ (Preferred but not essential)
- Full UK Driving Licence
- Full DBS check
- Previous Experience in a coaching role
- Track record of progressing County and Regional swimmers
- Experience of administration club duties (desirable)

### Skills Required

- Strong communication skills
- Experience communicating with athletes, coaches, committee members and parents
- Excellent technical knowledge
- Enthusiastic and passionate about coaching and the sport
- Set high standards for themselves and demand them of others at all times
- Promote the club's three core values, Respect, Responsibility and Unity, at all times
- Excellent organisational skills including time management, data collection, use of IT
- Ability to inspire, motivate, develop, mentor and support young age group swimmers
- Desire to learn and improve
- Ability to reflect, self-analyse and strive to improve in their coaching ability
- An effective and collaborative team player
- Ambitious and empathetic, with a genuine belief in the potential of every athlete



**Leicester Sharks Competitive Swimming Club**



## Job Roles and Responsibilities

### Plan and Deliver Coaching to Performance/Development Squads

- Plan and deliver progressive training plans
- Set goals with the swimmers and hold regular meetings throughout the year to review these goals
- Organise land training to develop the swimmer's additional skills
- Ensure all athletes understand the purpose and targets for each race and meet and ensure that all analysis and feedback is transitioned into the training environment
- Ensure all athletes, and their support networks, are provided with the knowledge and understanding of what is required to develop in the sport

### Co-operation with coaching team

- Attend regular coaches' meetings to review athlete and squad progress
- Plan the competition programme in consultation with the Director of Swimming (DoS) and Head Coach (HC)
- Assist the DoS / HC in ensuring that all coaching sessions are covered during coach absences
- Develop and support the assistant coaches working with the programme
- Collaborate with other coaches in team selection for galas
- Attend all designated meets
- Discuss and agree Squad strategy and goals for each season with DoS / HC
- Monitor the development and progression of swimmers
- Take part in annual review of squad structure with the DoS / HC

### Other responsibilities

- Liaise with DoS / HC to create a personal development plan to ensure continual professional development
- Ensure all coaches comply with Swim England policies including welfare and child protection
- Represent the club as necessary to form and continue good relations with the county and region, and with neighbouring clubs

**Leicester Sharks Competitive Swimming Club**



## How to Apply

Candidates should apply to Club Chair, Steve Moorley, using the apply button through Careers in Aquatics on the Swim England website. Please include your CV, a covering letter outlining why you are interested in the role and the names and contact information for two professional references by 17:00 on **Monday 28<sup>th</sup> June 2021**.

Applicants will be contacted for interview if they have been successful in the short-list process. Remote Interviews will take place the week commencing **Monday 5<sup>th</sup> July 2021**, with face-to-face interviews and poolside assessment to follow.

Should you wish to discuss this role prior to applying, please contact Club Chair, Steve Moorley via email ( [chair@leicestersharks.co.uk](mailto:chair@leicestersharks.co.uk) ).



**Leicester Sharks Competitive Swimming Club**