



Wycombe District Swimming Club

Title:	Assistant Head Age Group Coach
Job Type:	Full Time
Term:	Permanent
Salary:	£20k to £24k pa depending upon experience
Qualification:	UKCC Level 2 Coaching/Teaching Minimum (Aspiring to reach Level 3)
Responsible to:	WDSC Head Age Group Coach / Head Coach / WDSC Chairperson

Introduction

Wycombe District Swimming Club, a leading club in the South East of England and a designated Swim England Performance Centre, is looking to appoint a full time “**Assistant Head Age Group Coach**” coach to join our established and experienced coaching team. Primarily, the successful candidate will lead our Junior Competitive Squad which is a key part of our Competitive and Performance pathway. Additionally, you will have the opportunity to lead or assist with various sessions from squads in the Performance, Competitive & Development pathways.

The successful candidate appointed to the role of “Assistant Head Age Group Coach” will be at the heart of our Age Group and Junior Potential programmes, so will work very closely with our lead coaches (i.e. the Head Age Group Coach, the Head of Competitive & Development, the Head of Academy, the Lead Junior Potential Coach, the Head Athletic Coach and our Head Coach). You will be involved in the development of the entire club – particularly having a significant impact in the growth, progression and development of our Competitive pathway and our overall Age Group programme.

WDSC has developed a UK-leading Club Land Training programme that is led by our experienced Athletic Development Coach and your involvement in supporting this exciting programme will be essential.

About the Club

WDSC is a **Swim England National Performance Centre** and a thriving community club. Our aims are to provide training opportunities within the right environment that enables each swimmer in the club the chance to reach their full potential, at an aspirational level which is suitable to them. We serve our local community and provide all levels of swimming; this includes ensuring that performance swimming is integral to what we do in the Wycombe District.

The club has significantly evolved in size and our members compete at all levels of swimming. We’ve had big increases in the numbers of swimmers qualifying for Counties, Regionals and Nationals – our best ever results in the summer of 2019. WDSC is the leading club in Berkshire and South Buckinghamshire County where we have been the County Champions since 2015. We regularly dominate the South East Region Championships medal tables and reflecting on



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the 2019 summer Nationals, Wycombe will be sent its biggest ever team of 44 swimmers to the British & English events – with 20 Relay teams being invited to compete at British – the highest of any club in the UK.

Personal specification

The ideal candidate is someone established as an Age Group/Junior/Development coach who has a passion for the development of Age Group Swimming and seeing swimmers progress to higher levels. The Assistant Head Age Group Coach must aspire to be a leader, not just as a coach, but as a leader of other coaches within the programme. They must be a genuine team player and clearly show their love of coaching and swimming. Most importantly, they must be driven and knowledgeable, whilst possessing the ability to communicate effectively with swimmers, coaches & parents.

The candidate will need to have sound knowledge of the well-established principles of **(Long-Term) Athlete Development** and the more recent **British Swimming OADF**. Additionally, they should actively demonstrate the willingness to learn and further develop themselves from other coaches in the club and through opportunities external to the club. The coach should be knowledgeable in competitive swimming and be driven to achieve results for swimmers of all abilities with a **particular focus on increasing the skills and techniques of the club's Age Group & Youth Swimmers, enabling more swimmers to reach their full potential in the programme.**

Additionally, the successful coach will have a passion for competitions and must be prepared to attend various galas and meets to support our swimmers in their racing and team objectives.

Primary Responsibilities

The primary role of the “**Assistant Head Age Group Coach**” is to provide coaching expertise to the Club and this includes (but not limited to) the following:

- 1.1. Coach a minimum of 24 hours of “swimming training” and/or “land training” duties across varying squads each week, as per the coaching “rota” agreed with the WDSC Head Coach and summarized in 1.3.
- 1.2. In addition to the coaching hours (1.1 above) you will be required to work all necessary hours to fulfil the requirements of the post (40 hours per week), which includes weekly non-coaching administrative duties. There will be an expectancy that some of the administrative duties will take place in an office environment alongside the coaching team (where appropriate post Covid regulations) with the rest taking place in the location of your choice.
- 1.3. Liaise with the **WDSC Head Age Group Coach & the Head of Competitive & Development** and lead the programming and coaching for our Junior Competitive Squad. This squad covers the age ranges between 11 to 15 years and many reach County & Regional level. They also compete in the MK Junior League and various members also get selected for the Arena National League Teams (A, B & C Teams).



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- 1.4. In collaboration with the Lead Junior Coach, support **Potential Two & Three** by leading on the planning for these squads and assisting/or leading with the delivery of these sessions, when required.
- 1.5. When required, coach sessions of squads within our Development pathway, specifically relating to Club Night.
- 1.6. Support the **Head of Competitive & Development Coach** predominately in the coaching of the Youth Competitive squad. When required to also support with the Senior Competitive Squad.
- 1.7. Work with the **Head Age Group Coach**, the **Head of Competitive & Development Coach**, the **Lead Junior Coach** and the **Head of Academy** in the planning, organisation and direction of the complete Competitive pathway through the club.
- 1.8. Support the **Performance Coaching Team**, when required (Head Coach, Lead Performance Coach & Head Age Group Coach).
- 1.9. This post holder may be required to carry out/coach regular "School Club Link" duties/activities with local Primary & Secondary Schools.
- 1.10. Take a proactive lead in the development of these squads (1.3), through increasing standards, membership levels and developing a great team ethos across the squads.
- 1.11. Work with (and support) our **Head Athletic Development Coach** in the coaching, planning and delivery of land-based sessions, under the technical direction of the Head Coach.
- 1.12. Work with the Club's Head Coach and Coaching Team to develop and implement the swimming and coaching programme (wherever necessary); in order to meet the club's aims and objectives – at all levels.
- 1.13. Work with the Head Coach, Coaching Team and the Club Committee in developing all aspects of the Club and provide advice on technical swimming matters, when requested.
- 1.14. Work with the Head Coach and Coaching Team to liaise with other local agencies (Swimming Pools, Local Authorities, Schools and Learn to Swim Programmes etc) and other local swimming clubs as necessary, in order to assist in the Club meeting its aims and, objectives.
- 1.15. Work with the Head Coach and coaching team to ensure co-ordination and provision of suitable replacement cover for periods when members of the Coaching team are unavailable due to Holidays, Events or Club/governing body swim camps.
- 1.16. In consultation with the Head Coach, assist with the Club competition programme to meet the needs of all squads and age groups, specifically those squads that this post holder will be responsible for.



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- 1.17. The candidate will be expected to give input into contributing towards policy development and strategic club direction.
- 1.18. The post holder needs to ensure that they are available for weekend coaching duties and competition attendance (as both lead and assistant coach at meets). Usually, these meets will be on the weekends or Saturday evenings but potentially during the week, i.e. Away Meets, Championship Meets, School Galas or Academy galas where attendance may be deemed appropriate. The candidate will need to show flexibility in coaching and competition hours and be willing to work with the coaching team on this.

Salary & Expenses

This is a paid position, and this will be commensurate upon experience, qualification level and potential to progress within the club.

The post holder will receive expenses for “competition” coaching duties and other varying items that are agreed in advance with the club’s Head Coach, and in line with our expenses policy.

When agreed and approved, you will receive overtime payments for additional coaching (to 1.1, 1.2, 1.3 & 1.4)

Additional Options, Secondary Duties & Role Progression

- 2.1 In order to ensure continued professional development, the club encourages the candidate to attend varying courses or governing body camps; in prior agreement with the Head Coach & Chairman.
- 2.2 The post holder may be required to attend Swim Camps as either an assistant coach or lead coach. This will be discussed with the Head Coach in line with the clubs coaching plan each season. Additionally, they may be required to lead the club if the Head Coach and/or other coaching team members are away on camps/trips/holidays.

Equal Opportunities

Wycombe District Swimming Club are committed to the promotion of equality of opportunity in all fields and the club intends that no job applicant shall receive less favourable treatment because of gender, gender re-assignment, marital or family status, age, disability, ethnic origin, creed, sexual orientation, Trade Union membership, or by any other condition or requirement which cannot be shown to be justifiable.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of Wycombe District Swimming Club; particularly due to the ongoing coronavirus pandemic.