

Job description

Job title

Team	Head Coach (Swimming)
Date prepared/ Revised by	April 2022
Post accountable to	Aquatics Development Manager
Post directly responsible for employees (number of workers)	Direct supervision: 3 Indirect supervision: volunteers

Main purpose

Develop, organise and deliver a coaching programme that meet the needs of competitive swimming in the Harrogate District, enabling swimmers at all levels from novice to international to reach their full potential

Key contacts

Internal	Brimham's Active – DM Team
External	HDSC - Governing Bodies – Parents

Main accountabilities

- 1) To provide majority of the coaching for the Aquatic Performance squads at the Hydro and other facilities within the District under the supervision of the Aquatics Development Manager and in cooperation with the existing coaching team
- 2) To design, organise, develop and deliver a Coaching Programme that meets the needs of competitive swimming in the Harrogate District, enabling swimmers to achieve their full potential
- 3) To motivate the squad members and enhance performance
- 4) Motivate Coaching Team to ensure consistent, high standards of Coaching
- 5) Liaise with Governing Bodies and other Partners
- 6) To act as an ambassador for Brimhams Active, embodying the values and behaviours of the organisation set within the organisational strategy

Standard accountability statements

Health and safety

You are required to comply with Brimhams Active Ltd's Health and Safety Policy and to take such steps as are reasonably practicable for your own health and safety and that of your colleagues at work and those affected by your work. You must comply with your safety responsibilities and must co-operate with management in all respects for the full implementation of Brimhams Active Ltd's Health and Safety Policy. Your safety responsibilities are shown on the Health, Safety Responsibility Statement (HSRS) issued with your contract of employment.

Equality and diversity

The post holder must adhere to all policies and procedures relating to equality and diversity in the workplace and provision of services.

Learning and personal development

The post holder has a personal responsibility for his or her own learning and development, and will maintain up to date records of achievement and attendance as required. The post holder must undertake the learning and training identified in the job skills matrix, and other relevant training that is identified and agreed with their manager.

Data security

Brimhams Active Ltd staff must, at all times, maintain personal responsibility for the safe and secure movement of data within, into and out of the company.

Safeguarding policy and procedures

The post holder will adhere to all Brimhams Active Ltd Safeguarding policies and procedures.

Main duties and responsibilities

Job Activities

Liaise with Harrogate District Swimming Club re identification of meets to comprise the Swimming Calendar. Communication of schedules and method.

Provide coaching plans for short, medium and long term cycles

Support the wider coaching team in the development of coaching programmes and competitive pathways

Support the wider coaching teams through identification of professional development opportunities and delivery of regular appraisals in line with BA and HBC policy

Providing Land Training oversight and liaison with Brimham's Fitness Team

Providing planned content for Training Sessions.

Monitor swimmer activity during training sessions.

Conduct 1-2-1 meetings with swimmers and parents to discuss ambition, target and achievements where necessary

Implement HBC/BA Policies and procedures as required in line with managing a staff team
Work collaboratively with the Learn to Swim team to ensure effective talent ID programmes

Perform duties as required between 5.00 am and 10.00pm.

Attendance with athletes at scheduled Swim Meets – as required

Service Development

Contribute to the improvement and efficiency of the financial performance of the Performance Swim Scheme.

Propose changes to the Swimming Development Strategy (and where necessary practical coaching methods) in response to national trends and local opportunities.

Prepares Reports for Management as required.

Provide two to four CPD training for LTS teachers PA

Supervision

Ability to work unsupervised.

Offer advice to other Coaches

Work Complexity

Needs to follow national trends in Aquatic coaching delivery.