



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

CENTRAL CONNECTICUT COAST YMCA JOB DESCRIPTION

Job Title: **Swim Team Assistant Coach** Schedule: Monday-Friday evenings, some weekends
FLSA Status: Part-Time, Nonexempt Pay Rate: \$17-20 Per Hour BOE
Reports to: Head Swim Coach or Program Director Start Date: September 16, 2024
Contact: Nacho Sanchez (isanchez@cccymca.org) Location: Stratford YMCA, 3045 Main St. Stratford CT
Direct Report: Head Coach Marta Taddeo
(bswimming@ccymca.org)

POSITION SUMMARY:

This position supports the mission and work of the Y, a leading nonprofit, charitable organization. The Swim Team Assistant Coach maintains a supportive, positive atmosphere that welcomes and respects all individuals and provides direct leadership, instruction, motivation, safety, and enjoyment for swim team participants and staff. The Swim Team Assistant Coach provides direct supervision and leadership assuring the well-being for each participant and staff in line with YMCA of the USA guidelines and association policies in accordance with their training.

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

ESSENTIAL FUNCTIONS:

1. Models and teaches the YMCA core values of caring, honesty, respect, and responsibility with members, colleagues, staff, guests, volunteers, and vendors.
2. Develops, maintains, and facilitates positive relationships with and between volunteers, members, program participants, staff, and colleagues at all levels of the organization; helps participants and families connect with each other and the YMCA; and, encourages parent or caregiver involvement.
3. Assists Head Swim Coach with swim team program in accordance with YMCA guidelines, having prepared practice plans, swim meet and team administration, and volunteer recruitment accordingly.
4. Works with Head Swim Coach to develop, promote and manage competitive swim program in a manner consistent with YMCA core values.
5. Maintains proper attendance and skill records; prepares required reports as directed.
6. Follows all aquatic procedures and guidelines including those pertaining to health and safety, rosters, forms, meet achievements, reports, and staff expectations.
7. Develops positive relationships with participants and staff providing motivational support and guidance; maintains consistent scheduled office hours.
8. Maintains physical presence at all times with swim team and staff, and remains aware of pool surroundings and participants in the pool.
9. Ambassador of all YMCA programs with a focus on aquatics programs, schedules, and member engagement.



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10. Knows, follows, and enforces all YMCA policies, rules, regulations, and procedures, including emergency and safety procedures, and those for the prevention of child abuse.
11. Attends all mandatory meetings and trainings.
12. Other duties as assigned.

LEADERSHIP COMPETENCIES:

- Volunteerism
- Communication & Influence
- Emotional Maturity
- Inclusion
- Developing Self & Others
- Functional Expertise

QUALIFICATIONS:

- At least 18 years old with preferred minimum 1 year experience coaching a competitive program
- Lifeguarding, CPRPR, First Aid, AED, O2, ASCA, and YMCA coaching certifications
- Safety Training for swim coaches within first 30 days of employment
- Safe Sports Act training within first 90 days of employment
- Advanced knowledge in practical, theoretical and psychological concepts of competitive swimming
- Active membership in local, regional, and national swim coaching organizations
- Ability to lead and motivate others
- Demonstrated leadership skills in an outgoing, friendly, assertive, professional, and mature manner
- Excellent planning and organizational skills

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 talk or hear.
- Must be able to be in the water for extended periods of time and pass aquatic proficiency tests.
- Must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds.
- Sufficient visual and auditory acuity required to respond to emergencies in a timely manner in a busy pool environment.
- The noise level in the work environment is moderate to high.

EEO STATEMENT:

The Central Connecticut Coast YMCA is an equal opportunity employer, practicing equality of employment and advancement opportunities to all regardless of race, creed, color, national origin or ancestry, sex, marital status, age, sexual orientation, gender identity, genetic information, learning disability, mental disability, physical disability, veteran status, or any other protected group status under federal, state, or local law. This policy applies to all terms and conditions of employment; including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absences, compensation and training.