



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## Quincy Family YMCA Aquatics

Job Title: **Swim Coach**

Job Grade: Part Time/Hourly

Primary Function/Department: Aquatics

### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living and social responsibility. The Swim Coach at the Quincy Family YMCA intentionally fosters a cause-centered culture that is welcoming, genuine, hopeful, nurturing, and determined while also managing high-quality, member-focused aquatics programs.

### 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. Manages Swim Team; including developing and monitoring the program budgets to meet fiscal objectives, develop and implement plan of growth, develops swimmers and handles all swim meet and lesson preparations.
2. Organize and Facilitate Swim Team Parent Committee.
3. Instructs swim team in accordance with YMCA and USA guidelines, having prepared daily practice plans for all groups that promote the development of each individual swim team member. Keeping up-to-date knowledge of strokes, starts, and turns and has the ability to teach them to participants. Implements an evaluation plan that clearly outlines how swimmers progress and move up levels.
4. Models relationship-building skills in all interactions. Develops and maintains relationships with community supporters, swim parents and swimmers. Maintains regular, clear, and concise communication within area of responsibility.
5. Follows pool rules at all times, modeling for participants. Ensures all equipment is maintained and safe for program participants.



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#### **LEADERSHIP COMPETENCIES:**

- Communication & Influence
- Developing Self & Others
- Program/Project Management

#### **QUALIFICATIONS:**

- Bachelor's degree in related field or equivalent experience.
- Current Lifeguard Certification and USA Coaching Certification.
- One to two years related experience preferred.
- Minimum age of 21.
- Within 30 days of hire, completion of Child Abuse Prevention, CPR, First Aid, AED, and Bloodborne Pathogens training.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.

#### **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 use a computer for extended periods of time and be able to communicate using a computer and phone/smart device. The employee frequently is required to sit and reach, and must be able to move around the work environment.
- The employee must occasionally lift and/or move up to 10 pounds.
- 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.
- Sufficient strength, agility and mobility to perform essential functions of position and to supervise program activities.
- Hear noises and distress signals in the aquatic environment, including in the water and anywhere around the zone of responsibility.
- Remain alert with no lapses of consciousness.