

Position: Age Group Coach

Norfolk Hammerheads Aquatic Club is a not-for-profit, competitive swim team based in Simcoe, Ontario. Our team is a September to June (regular season) swim team offering high-quality, professional coaching and technique instruction for all ages and abilities.

The goal of our team is to provide every member an opportunity to improve swimming skills and achieve success at his or her level of ability, from novice to international competitor. All of our coaches have access to the most comprehensive training and certification program for youth coaches of any sport.

About the Role

The Age Group Coach will play a key role in developing foundational skills, fostering a positive team culture, and supporting athlete progression within the club. This individual will work closely with the Head Coach to deliver high-quality programming aligned with long-term athlete development principles while helping shape the future growth of our club.

We are looking for someone who is knowledgeable, passionate, collaborative, and committed to excellence in coaching and athlete development.

Qualifications & Skills

- Minimum NCCP Age Group Coach Certified Level 1, with strong interest to continue professional development opportunities; higher certifications are considered an asset
- Current CPR, Standard First Aid, and Lifesaving certification (considered an asset)
- Police Vulnerable Sector Check
- Pass all appropriate background checks and Safe Sport Certification
- Strong knowledge of stroke technique and swimmer development
- Experience working with youth athletes (coaching or teaching experience preferred)
- Commitment to continuing education and professional development
- Strong communication and leadership skills
- Ability to work collaboratively within a team environment
- Organizational and basic computer skills

Responsibilities

- Lead and deliver programming for Recreation, Introduction to Stroke, Stroke Development, and Train to Compete groups (age range from 6 yrs to 12 yrs).
- Plan and conduct training sessions aligned with Swimming Canada's Long-Term Athlete Development model.
Support swimmer skill progression and provide evaluations and feedback.

- Engage in regular and proactive communication with athletes and families and returning communications within 48-hours.
- Foster a positive, inclusive, and supportive training environment.
- Attend swim meets, club functions, and coaches' meetings.
- Assist with administrative duties and program coordination as required by NHAC, Swim Canada, and Swim Ontario, including meet management, move-up management, and dryland planning.
- Support club initiatives focused on growth, collaboration, and athlete retention.
- Build strong relationships with swimmers, families, and the broader swim community.
- Contribute to the continued growth and development of the club's vision and programming.

What We're Looking For

- Dedication to developing swimmers at the grassroots and developmental levels
- A growth mindset and commitment to ongoing learning
- Passion for building team culture and community
- A collaborative approach and strong sense of accountability
- Enthusiasm for helping grow a developing swim program

Compensation

This role will be commensurate with experience and skills. Position includes approved education remuneration, and swim travel expenses.

Interested candidates should submit a cover letter, resume and wage expectations to Lysa Wilson, NHAC Treasurer at nhactreasurer1@gmail.com. We thank all interested candidates but please note that only shortlisted qualified applicants will be contacted.

The position will commence as soon as the candidate is able to.