



Age Group Coach

Scarborough Swim Club (SCAR) • ESTD 1954

Position	Age Group Coach (Part-time)
Organization	Scarborough Swim Club (SCAR) — a not-for-profit member club of Swim Ontario / Swimming Canada
Location	Toronto Pan Am Sports Centre (TPASC), Scarborough, Ontario, with nearby satellite aquatic facilities as required
Position Type	Part-time, 13 to 20 hours per week
Reports To	Head Coach
Anticipated Start	September 2026

About Scarborough Swim Club

Founded in 1954, the Scarborough Swim Club (SCAR) is a not-for-profit competitive swim club and a proud member of Swim Ontario and Swimming Canada. Operating primarily in the eastern GTA as a tenant club within the world-class Toronto Pan Am Sports Centre (TPASC), SCAR develops swimmers from a growing pre-competitive swim school through to national-level competition.

At SCAR, we take care of the individual first and the swimmer second. Our coaches are approachable and collaborative, teaching a consistent, progressive set of skills and expectations while fostering independence, responsibility, and accountability in an atmosphere that values both excellence and enjoyment.

The Role

SCAR is seeking a dynamic, athlete-centred Age Group Coach with strong leadership, teaching, and communication skills to help guide the next stage of our swimmers' development. Working under the direction of the Head Coach, the Age Group Coach leads a competitive age group squad — primarily swimmers in the Learn-to-Train stage, typically aged 12 to 16 — and is responsible for delivering an effective, developmentally appropriate training program.

Key Responsibilities

Coaching & Athlete Development

- Design and deliver an appropriate yearly and seasonal training plan, including dryland, under the direction of the Head Coach — addressing the demands of the sport, individual weaknesses, and injury prevention.
- Apply strong technical knowledge of modern stroke technique, starts, and turns.
- Evaluate, correct, and make recommendations to support each swimmer's progression.
- Prepare swimmers for, and attend, competitions, camps, and team events.
- Ensure a safe, positive, and enjoyable experience for every swimmer.

Communication & Administration

- Communicate effectively with swimmers, coaches, and families, including constructive, timely feedback on swimmer progress.
- Manage group administration such as email communication, meet entries, and test-set data collection.
- Attend coaches' meetings and club functions and work closely with fellow coaches.
- Demonstrate strong interpersonal skills and the ability to navigate conflict professionally.

Weekly Commitment

This is a part-time position of approximately 13-20 hours per week, comprising:

- On-deck coaching — approximately 6-10 hours per week.
- Administration — approximately 5-10 hours per week, on average.
- Competitions and meets — variable, approximately 1 per month.

Qualifications & Requirements

- NCCP Fundamentals Coach (Swimming 101) certification required; Age Group Coach (Swimming 201) certification an asset.
- A minimum of two to three years' competitive coaching experience.
- Current National Lifeguard (NL), Standard First Aid, and CPR-C certifications.
- A valid Police Vulnerable Sector Check (VSC), maintained throughout employment.
- Membership in good standing with Swim Ontario and Swimming Canada.
- Completion of all applicable Safe Sport requirements.

Compensation

- Salary range of \$20,000–\$30,000 per year, based on experience and qualifications.
- SCAR supports ongoing coach education and professional development.

How to Apply

To apply, email your cover letter and coaching resume to headcoach@scarswimming.ca with the subject line "Age Group Coach Application." Applications are reviewed on a rolling basis until the position is filled, and all submissions are treated confidentially.

Equity & Accommodation

Scarborough Swim Club is committed to equity, diversity, and inclusion. Accommodations are available upon request throughout the recruitment and selection process.