



Swim Academy Instructor / Coach

Scarborough Swim Club (SCAR) • ESTD 1954

Position	Swim Academy Instructor / 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
Position Type	Part-time, flexible hours (primarily after-school, ~4 -8 hours per week)
Reports To	Swim Academy Program Lead (or designated senior coach)
Experience	No prior coaching experience required — full training and mentorship provided
Anticipated Start	September 2026 (earlier openings may be available)

About Scarborough Swim Club

Founded in 1954, the Scarborough Swim Club (SCAR) is a not-for-profit swim club and a proud member of Swim Ontario and Swimming Canada. Based at the world-class Toronto Pan Am Sports Centre (TPASC), we develop swimmers of all ages — from their very first lessons in our Swim Academy through to competitive and national-level swimming.

At SCAR, we take care of the individual first and the swimmer second. Our coaches are approachable and supportive, and we teach independence, responsibility, and confidence in an atmosphere that values both excellence and enjoyment. Our Swim Academy is where it all begins — building the water skills, safety, and love of swimming that carry swimmers forward.

The Role

SCAR is looking for enthusiastic, reliable Swim Academy Instructors / Coaches to teach and inspire our youngest and newest swimmers. This is an ideal first coaching role: whether you are a strong swimmer looking to give back, a student exploring coaching, or simply someone who loves working with children in the water, we will give you the training, mentorship, and support to succeed — no prior coaching experience required.

You will lead safe, fun, and encouraging lessons within our progressive Swim Academy program, helping young swimmers build fundamental skills and confidence while having a great time in the pool.

What You'll Do

- Deliver fun, safe, and engaging swim lessons to Academy swimmers, following SCAR's progressive skill framework.
- Teach foundational stroke fundamentals, and skill progressions appropriate to each swimmer's level.

- Create a positive, welcoming, and inclusive environment that keeps young swimmers motivated and confident.
- Offer simple, encouraging feedback to swimmers and, when appropriate, their families.
- Keep swimmer safety first at all times, following all club and facility protocols.
- Help with session set-up, equipment, and smooth day-to-day operations.
- Attend coach training, meetings, and occasional club functions, and work closely with fellow coaches.

What We're Looking For

- A genuine love of swimming and of working with children — enthusiasm matters more than experience.
- Strong, confident swimming ability and comfort in the water.
- Reliability, punctuality, and a positive, energetic attitude.
- Good communication and a friendly, team-oriented approach.
- A willingness to learn, take feedback, and grow as a coach.
- Must be able to obtain a valid Police Vulnerable Sector Check (VSC) prior to starting.

Certifications

We welcome new coaches and will help you get started. The following are assets, and SCAR will support you in obtaining them:

- Standard First Aid and CPR-C certification (required, or obtained prior to starting).
- Lifesaving Society Swim Instructor and/or National Lifeguard (NL) certification — an asset.
- NCCP Fundamentals Coach (Swimming 101) — an asset, and a great next step we can support.

Hours & Compensation

- Flexible part-time hours, scheduled primarily after school, in the evenings, and on weekends — well suited to students and those balancing other commitments.
- Competitive hourly rate of \$25 per hour, based on certification and experience.
- Paid training, certification support, and a clear pathway to grow into age group and competitive coaching roles at SCAR.

How to Apply

To apply, email your resume and a short note about why you'd like to coach with SCAR to swimacademy@scarswimming.ca with the subject line "Swim Academy Instructor Application." Applications are reviewed on a rolling basis, and all submissions are treated confidentially. New and aspiring coaches are warmly encouraged to apply.

Equity & Accommodation

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