Goulbourn Sea Hawks Head Coach
Full-time (FT) Salaried Position
November 2026

GSH is looking for a new full-time Head Coach
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About the club
The Goulbourn Sea Hawks (GSH) is a competitive swim club in the Ottawa area, with groups ranging from learn-to-swim to high performance. We train at the Cardel Recreation Complex (Stittsville) and the Richcraft Recreation Complex (Kanata). We are looking for a full-time Head Coach to lead our coaching team and to build a program known for excellent coaching in a family-friendly, social environment.

Responsibilities

Coaching and program

- Develop GSH's swim program, training guidelines and group objectives.
- Set the pool and dryland training schedules and the coaching schedule.
- Train the Club's performance swimmers.
- Follow the philosophies and guidelines of Swimming Canada, Swim Ontario and the Canadian Coaching Association.
- Set annual club goals with measurable outcomes.

Competition

- Select competitions, choose events for individual swimmers, organize relay teams and develop race tactics.
- Plan and take part in mini-meets, team events, camps and GSH-hosted meets.
- Support athlete development, motivation and retention, and improve overall results.

Leadership

- Work with other coaches on the welcome evaluation and placement of new swimmers.
- Hold regular team meetings and maintain a positive, professional working environment.
- Set an example of sportsmanship and professionalism.
- Contribute to the budgeting/planning each year

Communication

- Work with other coaches on evaluating and placing new swimmers.
- Communicate regularly with families, to provide updates to program structure, objectives and philosophy.
- Communicate with parents on an adhoc / as needed basis.
- Provide a monthly team summary for monthly newsletter
- Participate in meetings of the membership, including the Annual General Meeting.
- Attend regular board meetings & provide a team update to the board

Reporting Structure

- The Head Coach will be accountable to the Board as represented by the President. The Head Coach's activities and swim program will be consistent with the Strategic Plan adopted by the Board and within the annual budget set by the Board in conjunction with the Head Coach.

Qualifications

- 8+ years of swim coaching experience (preferred)
- NCCP certification, Swimming 201 or higher
- Successful criminal record and vulnerable sector checks
- Legally eligible to work in Canada
- NLS, current CPR-C and First Aid (assets)

Compensation
Salary based on experience.

How to apply
Send your cover letter, resume and coaching transcript to the club President at President@swimgsh.ca. All applications are confidential. Only shortlisted candidates will be contacted for an interview. The position remains open until filled.