



POW Swim Club
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JOB POSTING

Job Title: Assistant Swim Coach

Category: Sports & Recreation

Location: Onsite, Powell River Aquatic Centre & Various Pools across Vancouver Island

Type: Contract, Full-Time

Start & End Date: Monday April 28th, 2025 - Sunday August 10th, 2025

Salary Range: \$9,000.00 - \$10,500.00 (plus 4% vacation pay)

Application Deadline: Saturday April 5th, 2025

The Team:

POW Swim Club is an enthusiastic BCSSA member club in qathet, BC. The area is home to many outdoor activities and has a strong community spirit. It is a perfect balance for coaches who appreciate nature and an active lifestyle. As part of the Vancouver Island Region of the BCSSA, our club is passionate about summer swimming and fosters a balanced environment where swimmers challenge themselves and develop both as athletes and individuals. POW wants to encourage swimming in the community. The club's mission is to create a fun environment for youth to learn how to develop their swimming and water safety skills.

The Role:

We are seeking a dedicated and enthusiastic individual to join our coaching team as Assistant Coach for the 2025 summer season. This position offers the opportunity to work closely with the Head Coach and Senior Assistant Coach, mentor young athletes, and help develop competitive swimmers across a wide range of abilities, while still keeping it fun. You will play a vital role in shaping athletes' experiences, fostering technical skill development, and ensuring that swimming is both fun and challenging for all participants.

Duties and Responsibilities:

- *Assist with Program Development:* Collaborate with the Head Coach and Sr. Assistant Coach to design and implement engaging swim practices that focus on technical skill improvement, competitive development, and fun.
- *Mentor Athletes:* Serve as a positive role model for swimmers, offering encouragement and feedback, and helping them achieve their goals.
- *Support Athlete Development:* Assist in monitoring swimmer attendance and progress, providing constructive feedback, and helping athletes set and track personal goals.
- *Supervise Junior and Volunteer Coaches:* Directly mentor and support junior coaches, helping them develop their coaching skills and assist in practice planning and execution.
- *Maintain Communication:* Ensure open and consistent communication with the Head Coach, Sr. Assistant Coach & Junior Coaches, club executive board, and parents.
- *Event Support:* Assist with preparation, setup, and event coordination, and ensuring athletes are supported.
- *Swim Meets:* Attend all swim meets unless otherwise instructed by the executive and Head Coach. Coordinate and support swimmers throughout the competition and represent the club.

Dates & Times:

This position requires 100% commitment to all practices, meetings, team events, and as needed for swim meets for the full season from 28 April 2025 to 10 August 2025.

- *Planning & Prep:* Meetings with the executive & coaches will commence during the week prior to the first day of practice. Independent and self-initiated planning & preparation will be expected.
- *Practices:* May – F, S, Su, M (4:00-6:45pm), June to August – M, T, W, Th, (times tba).
- *Team Events:* Additional hours per week for Team Meetings, Mini-Meet, Swimathon, Sports Nights, Fundraisers (ex. Car wash, hot dog sales, etc.), Regionals Training Week & Taper Week (July 21-31st), Awards Night (mid-August).
- *Swim Meets:* Duncan (May 31-June 1), Courtenay (June 14-15), Oak Bay (June 21-22), Nanaimo (June 27-29), Campbell River (July 5-6), Salt Spring Island July (12-13), Sidney (July 19-20), Regionals (Aug 1-3), *An additional day of travel may be required for some meets.*

Desired Qualifications:

- *Coaching Certification:* Completion of various coaching courses & certifications. Preference for Level 1 NCCP or equivalent, or currently working towards. Safe Sport completion required.
- *Water Safety & First Aid:* Current Water Safety Instructor Certification is an asset. Current National Lifeguard Certification is preferred, otherwise other certifications including Bronze Cross and/or Standard First Aid are appreciated.
- *Experience:* Previous experience coaching in a competitive swim environment and/or experience as a competitive swimmer.
- *Leadership Ability:* Strong interpersonal and leadership skills, with the ability to motivate, mentor, and inspire athletes.
- *Communication Skills:* Excellent verbal and written communication skills to facilitate effective interaction with athletes, parents, and fellow coaches.

Other Requirements:

- High School Diploma or equivalent alternative
- Must provide a current criminal background check before starting employment.
- Valid driver's license and own transportation preferred.

Compensation and Benefits:

- *Salary & Vacation Pay:* Based on experience and qualifications, plus 4% vacation pay.
- *Provincials Bonus:* Provided swimmers qualify, the executive may offer a bonus contract with additional pay for the week of Monday August 11 - Sunday August 17 to train and accompany swimmers to the 2025 BCSSA Provincial Championships in Prince George, BC.
- *Travel Expenses:* Meets and events are reimbursed according to club policy.
- *Experience:* Gain hands-on coaching experience and develop your leadership skills in a supportive, team-oriented environment.
- *Scholarships:* Eligible to apply to coaching specific BCSSA scholarships.
- *Maintenance of NCCP Certification:* This opportunity qualifies for PD Points.

How to Apply: If you're excited about the opportunity to develop young athletes, we would love to hear from you! Submit your resume & cover letter to powswimclub@gmail.com by April 5, 2025.

Don't meet every single requirement? Studies have shown that women and marginalized groups are less likely to apply to jobs unless they meet every single qualification. To support employment equity and diversity in the workplace, we welcome applications from all groups, including visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), and others who may contribute to diversity at POW Swim Club. We also recognize unique styles, perspectives, and beliefs that support a diverse, respectful, and inclusive work environment. If you're excited about this role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyways. You may be just the right candidate for this or other roles.

We look forward to seeing how you can contribute to the success of POW Swim Club!