

**Job Vacancy**

**Job Title: Lead Coach - Development**

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| **Responsible to** | Head Coach and Leadership Group |
| **Hours** | TBC |
| **Salary** | Voluntary Time with Expenses available for travel and other disbursements |
| **How to apply** | CV and covering letter to be sent to <hello@torfaendolphins.com> |
| **Closing Date** | 6th April 2021 |

**Background**

Torfaen Dolphins Performance Centre (TD) is a Swimming Club based at the Pontypool Active Living Centre (PALC), Cwmbran Stadium and Fairwater Leisure Centre, Cwmbran. We offer swimming options for all ages and all standards and are one of only 11 Performance clubs in Wales and the only one in the Torfaen area. We are currently ranked the 3rd best performing club out of that 11 and are extremely proud of our achievements. We have won Swim Club of the Year for two years concurrently between 2019 and 2021. Our focus is on the development of the swimmer’s technical ability in a fun swimming environment to ensure athletes can reach their full potential. The Club competes from Skill development to National Level, supporting as many local, regional and national meets.

Our Swimming Club caters for a huge range of ages and abilities within our programmes, so if you are a Club swimmer who wants to reach their full potential, or become a future Commonwealth Games representative, we are able to help every swimmer to achieve their goals.

You can find out more at [www.torfaendolphins.com](http://www.torfaendolphins.com)

**The Opportunity**

Torfaen Dolphins Performance Centre is looking to recruit a professional, enthusiastic, and qualified Lead Coach for its Academy and Development squads.

Swimmers are eligible to join TD once they are in or have completed Wave 7. They are welcome to attend up to 4 free trial sessions to find out if it they enjoy the club environment. Swimmers begin in the Academy Squad, where basic skills are developed. They then progress into the Development Squad programme to enhance techniques and competition skills. We then have 3 Performance Squads which have produced age group swimmers at the very highest levels of elite swimming. Here they will refine their skills and techniques further and build fitness and endurance in the pool and through Land training. To complement our mainstream squads, we also have The Spartans, which is our para/disability squad and the Torfaen Triathlon Club. Both are producing results at the very highest level. We also offer a session for more senior swimmers in our Master’s Squad.

The role of Lead Coach – Academy and Development is an important role for TD as is nurtures and grows young swimmers, providing the foundation for other squads as well as parents/guardian/families becoming a part of TD family. The right person will also work alongside the Leadership Group in the planning, structure and future development of the Club. In turn, the club will also provide the Lead Coach with any training that may be offered and support the successful candidate in further developing themselves, such as support on CPDs and future training.

Coaching set hours including some early morning, evening and weekend working with you responsible for the overall coaching of Academy and Development Squads. At this present time we have 9 coaches & 5 Junior Coaches at academy and development squad level.

This post also includes attendance at competitions as agreed and identified in the competition calendar by the Head Coach and Leadership Group.

Applicants will need to possess a minimum of a Level 2 Coaching qualification or equivalent and have extensive knowledge and experience within the role of a competitive Swimming Coach. Successful candidates without a Level 3 Coaching qualification must show a willingness to work towards this. The post is exempt from the Rehabilitation of Offenders Act (1974) and is subject to a successful Disclosing and Barring Service (DBS) check.

This is a fantastic opportunity for an enthusiastic Coach to move the club to the next level, and to inspire a generation of swimmer in and around the area.

To discuss the vacancy in further detail, please email [hello@torfaendolphins.com](mailto:hello@torfaendolphins.com).

**Job Description**

**Lead Coach – Academy & Development**

**Job Purpose**

To lead the coaching of the academy and development squads, managing a number of volunteer coaches responsible for development and implementation of training programmes, assessments and needs for all squad swimmers at this level of coaching.

**Key Results Areas**

1. To lead on the development and implementation of the “Long Term Athlete Development” plan for the swimmers within the club structure.
2. To train and develop Academy and Development squad swimmers that is fun, engaging and places their well-being and aquatic development at the heart of coaching.
3. Manage, develop and mentor the existing coaching staff within the Academy and Development set up and to communicate and report to the Head Coach on opportunities and challenges.
4. Oversee the development & implementation of training programmes, assessment and development needs for all squad members within academy and development squads. Implement agreed training programmes and develop pathways for both coaches and swimmers.
5. To support and strive to continually improve TD performances in all team competitions.
6. Consult with various partners by implementing agreed training programmes and policies, within their respective local and national swimming structure.
7. To be in attendance to support swimmers at competitive events including team galas, open meets, club championships, and Regional / National Championships.
8. Establish and co-ordinate regular coaches/volunteers’ meetings.
9. To continue to develop the links with identified partners including governing bodies (Swim Wales), schools and the local community.
10. Work closely with exiting volunteers within TD and develop their individual skills and knowledge.
11. Encourage potential new volunteers and members within and outside the swimming club environment.
12. To monitor and evaluate all existing programmes including all squad training sessions, membership etc. and implement any required improvements in consultation with the swim squad’s committee
13. Ensure all training programmes are operated in accordance with TD and governing body (Swim Wales) guidelines.
14. Prepare and present reports as required by TD and Swim Wales.
15. To regularly attend committee meetings of the club and provide to the committee with a brief written coaches report.
16. To undertake any other duties commensurate with the post as requested by the committee.

# Qualifications and Experience

A minimum of a UKCC Level 2 Swim Coach qualification.

A minimum of three years' experience of working within swimming

Experience in the development & implementation of plans, training programmes and assessment of swimmers

Working with volunteer coaches and committee members within the club environment

Preparing and presenting reports to governing bodies and or other partners as requested

# Supervisory Responsibilities

Guidance and Support to Volunteer Coaches and Swimmers**.**

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|  | **Essential** | **Desirable** |
| **Qualification**   * Hold an UKCC Coach (Level 2) qualification or equivalent or be undertaking the award * Current full drivers’ licence * RLSS NPLQ | √  √ |  |
| **Experience**   * Proven track record of developing and coaching swimmers * Experience of devising and implementing performance pathways and programmes for swimmers | √  √ |  |
| **Knowledge**   * Understanding of performance pathways and talent identification in the development of swimmers * Understanding of the needs of swimming athletes * Setting, monitoring and evaluating team and individual programmes * Knowledge of Swim Wales policy and   procedures | √ |  |
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