Head Swimming Coach

**Short Description:** Due to a recent restructure within the Recreation and Swimming Pool area, the School is seeking a Head Coach to provide their services on a contract basis to develop swimming at all levels to the students at Kinross Wolaroi Preparatory and Senior School in Orange NSW. The prospective Head Coach is required to ensure the students skill level and enthusiasm is maintained to enable competing in carnivals at Club, Inter-school, Regional and National level. A dedicated coach with passion and a drive to succeed is essential. The Head Coach must be committed to ensure the current squad numbers are maintained and built further and to develop a smooth progression from Junior Squad through to Senior Squad.

The successful Contract Head Coach will commence in May 2012 or at a time which is mutually suitable. The indoor 25m pool has recently undergone a major renovation and is highly regarded as a training and competition pool in Western NSW.

**Employer:** Kinross Wolaroi School, Orange NSW

**Work Type:** Contract

**Salary Range:** $55,000 - $65,000 – depending on experience

**Salary Currency:** Australian Dollar

**Location:** Orange NSW
Detailed Description, Scope of Role

Role of Head Coach and Key Selection Criteria:

This is a contract position for a minimum of 25 hours/week actual coaching on poolside. As Head Coach at Kinross Wolaroi School you will have the expertise to focus on technique-based training, balanced with fitness, have the ability to develop and nurture the introductory Junior level swimmer and run training programs that take excellent swimmers to the next level. The Head Coach will report to the Contract Manager (appointed by the school) and must have the ability to communicate well with the school staff, any assistant coaches, parents, swimmers and the wider community. The Head Coach is the public face of the Kinross Wolaroi School Swim Team and Swim Club. Clear and regular updates in the form of emails and/or newsletters are required to keep swimming families up-to-date with training schedules, Club/School events and swim meets. You will have strong leadership skills, be enthusiastic and have the drive to foster a cohesive, progressive atmosphere.

Key Selection Criteria:

Demonstrated sound interpersonal skills, in particular a proven ability to encourage swimmers at all levels of participation.

High levels of organizational and communication skills and proven ability to prepare coaching rosters, reports and correspondence in a timely fashion.

Previous experience in creating and coordinating swimming programs that caters for the varying abilities of school swimmers and of programs for participants in sports such as water polo and for triathletes.

Demonstrated ability to lead, motivate and influence assistant coaches.

Demonstrated ability to work well with other users of the pool, including Sports staff, PDHPE staff, maintenance and cleaning staff.

Demonstrated administration & computer literacy skills and willingness to learn new skills.

A statement that clearly demonstrates your vision for the Kinross Wolaroi School Swimming Program, the School Team and Swimming Club.

Role of Head Coach:

Development of the annual Swim Program and calendar for dissemination to all students.

Understanding the needs of individual swimmers, their goals and abilities and the significant demands on their time as a result of fulfilling expectations in academic subjects and other sports.

Management of any other coaches or staff employed by you in supporting your coaching role or running any out-of-school hours programs.
Management of squad training attendances and cooperation with other pool users, especially water polo

Development of an, “Introduction to Competitive Swimming” Program and Development Squad.

Assist the school to develop training programs for Water Polo and assist the Swim Club in organising Club races and developing strategic community links, especially through adult squads and triathlon training.

Continue to develop professionally as a coach and keeping up-to-date with best practice.

Training methods:

Monthly attendance at Contract Meetings with the School’s representative to report on the Swim Program and to discuss any issues that have arisen and resolve any problems the School’s representative may bring to your attention related to your duties or program with due diligence.

Attendance at all training sessions, selected swim meets and School/Club functions.

Personal Traits:

- A genuine desire to work with and develop young people.
- Self-motivated.
- Confident.
- Flexible.
- Highly organized.
- Qualifications – essential minimum of a Bronze License and Premium Membership of ASCTA
- Current CPR

Qualifications – desirable:

- Teacher training (Primary/Secondary Teacher with experience)
- Bachelor’s Degree in related discipline
- Lifeguard qualification
- First Aid qualification
- Salary $55,000 - $65,000

Other information: Your application should address the Key Selection Criteria and include a Resume detailing your past experience. You must be prepared to disclose any pre-existing illness or injury that you know of which could be reasonably foreseen to be affected by the work duties described. The successful applicant will be required to undergo a Criminal Record Check and a Working with Children Check. Accountability on a day-to-day basis is to the Principal or his designated representative.

The position requires the coach to enter into an Agreement with the school to provide coaching services as a contractor and maintain professional insurance cover.
Please send your resume with covering letter and contact details of two referees to be clearly marked *Swimming Coach Contract* to the attention of:

Brian Kennelly  
Principal  
Kinross Wolaroi School  
Locked Bag 4  
ORANGE NSW 2800  

Or by Email to:  [kwannan@kws.nsw.edu.au](mailto:kwannan@kws.nsw.edu.au)

Closing Date  
*Friday 30 March 2012*