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# **MARSHFIELD AREA YMCA, INC.**

## **Job Description**

Job Title: **Head Swim Team Coach**

Class: **Part-Time; Hourly**

Reports to: **Aquatics Director**

Hourly Wage Range: **\$11.97-\$17.95**

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### **BENEFITS OF WORKING WITH THE YMCA:**

- Free YMCA facility membership (a value of over \$938)
- Employee assistance program
- Professional Development through Y-USA's learning & development programs
- YMCA Child Care discounts (based on availability in Child Care Program)
- YMCA Program discounts

### **POSITION SUMMARY:**

We are a registered USA Swim and National YMCA Swim Team housed at the Marshfield Clinic Health System YMCA-Marshfield Center with age group swim programs starting at age 8 through age 18 in middle school and high school. The team competes in local, regional and national high level swim meets.

Under the direction of the Aquatics Director and in accordance with Association policies, the Head Swim Team Coach is responsible for the management, development and success of the Marshfield YMCA Sharks Swim Team program, its athletes, staff and volunteers. This position will actively work with swimmers coaching and implementing strategies to develop strong, confident athletes that strive to be their best, compete at their best and who demonstrate strong character in line with our core values of Caring, Honesty, Respect and Responsibility.

### **QUALIFICATIONS:**

- Must be at least 21 years of age.
- At least 5 years competitive swimming coaching experience.
- Experience supervising and developing coaches, schedules and member relations.
- Demonstrated experience providing positive leadership skills and role modeling exemplary service for other staff. The position requires dependability, strong communication skills with staff and members, strong organizational skills, and the ability to present a mature and personable image. The incumbent will exhibit the core values of caring, honesty, respect, and responsibility in all aspects of their work with the YMCA.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
- Must be aware of YMCA and US Competitive Swimming movement and trends in the aquatic field and must continue to enhance his/her knowledge of the YMCA and US Competitive swimming movement.



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- Completed required Bloodborne Pathogens training and abuse risk management training. Adheres to policies and procedures related to appropriate boundaries with children. Monitors building, staff and members and reports suspicious or inappropriate behaviors and policy violations to supervisor.
- Certifications must be obtained and maintained within 60 days of hire: ARC Lifeguarding/First Aid/CPR/AED, ARC Safety Training for Swim Coaches, YMCA Principles of YMCA Competitive Swimming & Diving, and SafeSport Training.

### **ESSENTIAL FUNCTIONS:**

- Uphold the mission of the YMCA, and demonstrate behaviors that reflect a determined, nurturing, genuine, hopeful, and welcoming nature.
- Interact professionally with other employees, members, program participants, volunteers, and the community while always modeling the YMCA's voice and core values.
- Develop, implement, and deliver a quality competitive swimming program. Perform quality work within given deadlines and expectations with or without direct supervision. Monitor and evaluate the effectiveness of and participation in competitive swimming program.
- Monitor program registrations and participant records.
- Ensure quality and technical consistency throughout programming.
- Complete YMCA swim coach and team registrations as required yearly.
- Write and implement workouts for each practice.
- Maintain up-to-date records.
- Organize year round meet calendar. Write and submit all line-ups for all meets. Attend, manage, and run all meets as needed.
- Engage with core aquatics programming to ensure a bridge between pre-competitive and competitive swimming.
- Ensure pool safety by enforcing pool rules and policies.
- Performs other duties as required by the Aquatics Director.

### **WORK ENVIRONMENT & PHYSICAL DEMANDS:**

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee may be required to use a computer for extended periods of time and be able to communicate using a computer and phone/smart device. The employee frequently is required to sit and reach, and must be able to move around the work environment.
- The employee must occasionally lift and/or move up to 50 pounds.
- Exposure to cleaning and pool chemicals as well as hot and cold temperatures.
- Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust.
- The noise level in the work environment is usually moderate to noisy.
- Sufficient strength, agility and mobility to perform essential functions of position and to supervise program activities.
- Hear noises and distress signals in the aquatic environment, including in the water and anywhere around the zone of responsibility.
- Remain alert with no lapses of consciousness.



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All offers for employment with the Marshfield Area YMCA, Inc. are contingent upon the candidate having successfully completed a criminal background check. We will consider people with criminal histories in a manner consistent with the requirements of applicable local, state, and Federal laws.

The Marshfield Area YMCA, Inc. is an Equal Opportunity Employer committed to valuing diversity and practicing inclusion.

We provide our employees with a robust employee benefits plan that focuses on the mental and physical wellness of our team. We strive to offer a flexible work environment that allows our team members to be productive in both their work and home lives.

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment.