



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Director of Competitive Swim, Full-Time, Framingham

At the MetroWest YMCA, our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you! Competitive pay and benefits! **Salary up to \$60,000/annually based upon experience! Equal Opportunity Employer.**

Essential Functions:

Under the direction of the Aquatics Director, the Director of Competitive Swimming is responsible for the management and operation of the Stingrays Swim Team. The Director of Competitive Swimming will provide leadership, coaching and motivation for participants on the youth swim teams. Is responsible for coordination of Masters' Swim program, and competitive swim lessons. Follows and enforces safety standards and other policies and procedures and maintains a safe and enjoyable atmosphere for aquatics swim team and swim lesson participants. Supports the Aquatics Department as needed through leading swim classes and guarding as needed.

Responsibilities and Duties:

- Coach swim team participants in accordance with YMCA guidelines.
- Coaches all swim meets.
- Effectively design and plan a workout curriculum for all levels.
- Create a season outline containing try-outs, practice schedules, meet schedules, workout goals, and important events.
- Recruits, hires, schedules and supervises assistant coaches.
- Complete all administration duties related to the team, including entering team into meets, collection of meet fees, collection of team fees, and other administrative duties as assigned.
- Maintains positive, professional relationship with community partners.
- Identifies and secures offsite practice locations.
- Maintains records as required - attendance reports, progress reports, etc.
- Provide swim instruction for YMCA members and class participants.
- Give positive feedback and coaching for each swimmer throughout entire practice.
- Builds effective, authentic relationships by establishing and maintaining good communication with swimmers and parents. Encourages parental involvement and identifies potential volunteers. Works closely with Stingray Parent Committee.
- Engage in positive behaviors that make members feel welcome, connected and confident in their choice to be a part of the Stingrays Swim Team.
- Keeps equipment organized during practice time and reports damaged equipment to the Aquatics Director. Sets up and puts away team equipment.

- Attends staff meetings and trainings as scheduled.
- Follows all YMCA policies, rules, regulations and procedures, including emergency and safety procedures. Completes incident and accident reports as necessary.
- Enforce aquatic rules and policies by maintaining constant surveillance of participants.
- Actively participate in maintaining certifications and obtaining further/advance certifications.
- Maintain a positive attitude and act in a professional manner when interacting with patrons, program participants, and other staff, at all times.
- Follow all policies and procedures related to keeping children safe in our facilities and programs, including those related to managing visitors and guests at our facilities.
- Perform other duties as assigned by supervisor.

Qualifications:

- YMCA Competitive Swim Level 1 & 2 Certifications
- USA Swimming Certifications for Levels I, II, and III
- Swim Coaches Safety Certification
- Possess knowledge of swimming and safety skills in addition to coaching techniques.
- CPR for Professional Rescuer, First Aid, AED, Oxygen, and Lifeguard, YMCA Swim Instructor certification current or ability to acquire certification.
- Lifeguarding Certification

Work Environment & Physical Demands:

- Ability to sit, stand and walk for extended periods of time
- Ability to remain alert, with no lapses in consciousness.
- Ability to communicate verbally, including projecting the voice across distances, and communicate swiftly and effectively with emergency personnel over telephone and in person.
- Ability to hear noises and distress signals in an aquatic environment, including in water, understanding that significant background noise exists in aquatic environments.
- Ability to coach in the water and/or from the pool deck as necessary depending on skill or level of swimmer.
- Scan and observe all assigned sections of the water area continuously.
- Perform all needed rescues and survival skills.
- Think in the abstract, solve problems, make decision, instruct, evaluate, supervise, and remember.
- Must be able to pass a swimming/skill test administered by the Aquatic Director.
- Ability to teach and/or coach all ages and different levels of swim ability.
- Ability to be in the water during classes or trainings.
- Requires afternoon, evening and weekend availability.

COVID precautions:

- MetroWest YMCA is having employees and members wear masks (optional if fully vaccinated), practice social distancing, continuous facilities cleaning, encourage frequent hand washing/use of antibacterial sanitizer, and encouraging COVID vaccinations.

Qualified and interested applicants please submit a cover letter and resume to Employment@metrowestymca.org or apply online.

TO APPLY, CLICK HERE TO FILL OUT THE APPLICATION. THEN, SAVE YOUR APPLICATION AND EMAIL IT TO EMPLOYMENT@METROWESTYMCA.ORG