

Learn-to-swim Program Coordinator

Jim Montgomery Swim School

JOB DESCRIPTION

This experienced aquatics/teaching professional has a genuine love for teaching children while demonstrating a proven track record leading, motivating and empowering a team of swim instructors/coaches.

On a daily basis, this person will supervise, train and manage in-water activities for early childhood learn-to-swim programs in the warm water pool up to 5-6 years of age. The ideal coordinator/coach would also direct the cool-water developmental swim programming that target ages 5 – 13.

ESSENTIAL FUNCTIONS

- Lead, train, and schedule swim instructors for learn to swim programs through.
- Develop and modify all instruction curriculums that integrate effective awards system.
- Personally teach two mornings per week and four evenings per week plus Saturdays as needed.
- Set and exceed performance goals while anticipating and recognizing obstacles that you quickly bring to resolution.
- Engage all families of current and potential students to create an environment conducive for positive learning.
- Employ effective styles of communication to participants and families of participants.
- Assist in all marketing efforts to promote the school.
- Conduct annual staff evaluations and implement coaching strategies based school standards and leadership competency models.
- Direct the scheduling, maintenance and repair of equipment needed for swim instruction
- Schedule and lead regular team meetings.
- Work within the community to foster a positive image of the Jim Montgomery Swim School to encourage good public relations.
- Coordinate written materials and event promotions with the Operations Director and other school leadership.
- Actively participate in training sessions and designated meetings.

NICHE AND OPPORTUNITY

Almost everywhere in urban America, there are good programs for teaching young children to swim. And in most university towns there are excellent programs for competitive swimming. Generally weak, though, is any sort of *bridge* between the two, or any blending of the various programs into a single facility.

The Jim Montgomery Swim School aims to provide for the needs of all ages and abilities, from the youngest to the most senior. We will also have the ability, unique in the North Dallas area, to provide developmental swimming, a set of pathways connecting the basic abilities of the preadolescent swimmer with the competitive vistas of high school, college, and Masters swimming.

Our focus is on children, seniors, and on developmental swimming. While competitive swimming is available in secondary schools and the popular USA Swimming programs, we will concentrate on providing a *developmental* bridge, and an answer for the parents of most five and six-year old swimmers: *What do we do between now and middle school or high school?*

COMPETITIVE EDGE

Teaching sequence builds positive reinforcement learning program. We leave out the “frills” of time-killing games and activities. Lesson teaching progression is a positive high energy “no frills”

approach to teaching. With the exceptional ratio of coach to student and positive role models of our instructors, students can process/master swimming skills faster. The students are constantly learning/moving/motivated/focused i.e. learning faster in a super charged positive environment. After each drill is mastered there is always a "High Five" with the coach. If there is any learning by observation it's the instructor demonstrating (all eyes on him) not one or several students waiting their turn. Students are constantly challenged at their own pace to move to the next level. Higher quality, hence higher standards. That's what the Olympic ideal is all about setting higher goals/standards to achieve excellence. The public views anything connected to the Olympics with a higher standard, the best, and excellence. We can exceed the high expectations the public has for us.

We develop confidence beyond the swimming pool by providing specific, consistent, and encouraging feedback to help all abilities progress to the next level. Provide a distinct reward program offering incentives for children to be recognized for their hard work. Develop a repeatable process where children learn how their attitudes, actions and behaviors impact their confidence beyond the swimming pool

We are "process" oriented rather than "outcome" oriented. We focus on the "skills to be taught" for that level rather than the "Advancement Goals". Confidence is built one brick/step at a time. My challenge is to prepare the coach so they can react quickly in a positive manner (feel confident) to teaching a specific swim skill. As a coach you know what to do to "make an adjustment" to fit the individual's need. Students & parents want to see the coach act with confidence. Teach each skill with confidence. Consistency will come from "technique critique" where lead coaches do a quick evaluation.

The quality of instruction that is second to none. Instructors treat their students & parents – with respect! Offering praise, encouragement, suggestions on how they can improve i.e. homework – if they practice drills at home it has been proven the student will master a skill, like breathing, twice as fast in the water. Communication with parents through lead coach – must be open keeping parents informed - offering a status update on their level of progression.

QUALIFICATIONS

- Bachelor's Degree in related field is preferred
- 3 years of successful staff supervision or equivalent
- Current First Aid/CPR/AED
- 5 years of swim instruction is preferred
- Strong written and verbal communication skills and administrative skills.
- Knowledge of program planning, innovation, marketing, financial development and sales.

Salary: \$25,000 - \$35,000 annual salary

HOW TO APPLY

If you would like to be a member of our dynamic swim school team, please submit a resume, cover letter, brief description of your most significant professional accomplishments and three professional references. All e-mailed attachments should be named with your last name, first name. Please list "**Learn-to-swim Program Coordinator**" in the subject line of your email.

Apply By Email: Chris@jmswim.com

Resumes until: October 15th

Contact: Chris Bernard, Director of Operations