

# **Swim Instructor**

## **Jim Montgomery Swim School**

### **JOB DESCRIPTION**

The Swim Instructor will be responsible for teaching students in the basic skills required for aquatic swimming while adhering to all policies, procedures and curriculum directed by the Jim Montgomery Swim School.

### **ENTRY REQUIREMENTS:**

#### **KNOWLEDGE AND SKILLS**

- Must have current CPR and basic First Aid Certifications
- Preferred swim instructor experience
- Child Abuse Prevention Training (2 hours) (within first 30 days of employment)

### **HUMAN RELATIONS SKILLS**

- Ability to relate to students and parents regarding student progression.
- Professional, alert, courteous, and tactful.

### **EDUCATION / EXPERIENCE**

- Must be at least 16 years of age

### **JOB REQUIREMENTS:**

#### **DECISION MAKING AND JUDGMENT**

- Must be able to make decisions, especially during an emergency situation.

### **PHYSICAL DEMANDS**

- Able to perform all teaching techniques and rescue skills properly.

### **CONCENTRATION**

- Will be constantly aware of each student's activities and the safety precautions needed to ensure the safety of all participants.
- Ability to see accident possibilities and to take measures to prevent them.

### **PRINCIPLE ACTIVITIES:**

- Assure safety of all swimmers.
- Organize class structure and the material to be presented in a logical, organized sequence to facilitate learning.
- Interact with students, teaching specific aquatic skills
- Maintain attendance and skill accomplishment records.

### **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.

**Salary:** \$15.00 - \$20.00/hour

## **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 **"Swim Instructor"** in the subject line of your email.

**Apply By Email:** [Chris@jmswim.com](mailto:Chris@jmswim.com)

**Resumes until:** October 15<sup>th</sup>

**Contact:** Chris Bernard, Director of Operations