North Delta Sunfish Swim Club

SWIMMING HEAD COACH ADVERTISEMENT

The North Delta Sunfish Swim Club is currently accepting applications to fill our Head Coach position for our 2026 Summer Program.

We are committed to building an inclusive, welcoming, and equitable environment for all athletes, staff, and community members. We value diversity and encourage applications from individuals of all backgrounds. We recognize the importance of creating safe sport spaces where everyone feels respected and supported. We are dedicated to providing equal opportunities in employment and fostering a team culture that reflects our community.

We are looking for a mature, enthusiastic and engaging individual who will share their passion for swimming and be responsible for the swim program. This individual will also support the growth of the Club and help foster strong relationships with City staff, local community and within all British Columbia Summer Swimming Association clubs.

General Job Description:

- Supervises and mentors all swim coaches.
- Directs coaches in establishing goals and tools for the successful development of all swimmers.
- Develops and implements a seasonal swim training program and monthly practice schedules for the whole Club.
- Manages and conducts swim team workouts and technical swim training for assigned group(s).
- Manages, observes and evaluates assigned swimmers at practices and swim meets.
- Supports all swim coaches to manage, observe and evaluate their assigned swimmers.
- Uses a digital platform to track assigned group progression and provides continual feedback to swimmers and communication to parents.
- Delegates tasks and swim groups to swim coaches.
- Provides educational opportunities to swim coaches and volunteers where possible.
- Collaborates with all coaching staff to identify best practices in supporting all members.
- Attends and participates at board meetings.
- Performs various clerical duties such as maintaining attendance on a digital platform.
- Oversees the overall safety of swimmers during training and at swim meets.
- Supervises the use, safety, and storage of Sunfish equipment.
- Develops and educates self to become a more effective coach, which will include staying up-to-date with coaching certification, accepting mentorship where possible and participating in clinics and workshops.
- Attends swim competitions (swim meets, Regionals and Provincials).
- Manages swimmer information on Hytek and Active.
- Lifeguards when needed.
- Participates in Club activities (ie social activities, fundraisers, etc.).
- Acts in accordance with the BCSSA Coaches Code of Ethics.
- Performs other related duties as assigned by the Board.

Qualifications

Knowledge:

- Knowledge of competitive swimming for all age groups
- Knowledge of digital technology, including Word, Excel, Active, Meet Mobile, Hytek Team Manager
- Knowledge of BCSSA swimming rules and regulations
- Knowledge of BCSSA Coaching Code of Ethics
- Knowledge of North Delta Sunfish Swim Club Policies

North Delta Sunfish Swim Club

Experience:

- Minimum of 4 years of competitive swimming experience as an “S” or “O” or combination swimmer
- Minimum of 4 years of recent experience coaching competitive swimmers
- Minimum of 4 years of recent experience working with multi-age/multi-skilled children
- Minimum of 3 years mentoring coaches and volunteer coaches

*Recent’ is defined as within the last 5 years

Education:

Successful completion of:

- High School Diploma
- National Coaching Certification Program (NCCP) Fundamentals Coach Level 1 (certified or in-training)
- NCCP Safe Sport
- NCCP Coach Initiation
- NCCP Creating a Positive Sport Environment
- NCCP Making Headway
- NCCP Making Ethical Decisions
- NCCP Anti-racism in Coaching
- NCCP Intercultural Skills in Sport
- Valid Standard First Aid Certificate (**within current year)**
- Valid National Lifeguard Certificate

Abilities:

- Ability to communicate effectively orally and in writing
- Ability to work both independently and in team environments
- Ability to foster and create a fun working environment
- Ability to manage meet entries

Personal Suitabilities & Skills:

- Reliable
- Flexible
- Client Service Skills
- Organizational Skills
- Problem-Solving Skills
- Digital Skills
- Team Member Skills
- Leadership Skills

Conditions of Employment:

Combination of education and experience can be deemed to meet qualifications. All candidates must describe how they meet the qualifications.

The successful applicant must provide a criminal record check, attend City in-service sessions as well as agree to all North Delta Sunfish Swim Club policies. Salary is commensurate with abilities and qualifications.

Assets:

- Previous Head Coach experience
- NCCP Level 2 certification

Interested applicants must fully demonstrate they have the required qualifications and send their resume, cover letter, and references by email to VPCoaching@ndsunfish.com

Application deadline: January 9, 2026