

Position Title: **Artistic Swimming Regional & Recreational Head Coach and Lead Trainer** (Part-Time 24 Month Contract)

Employer: London Regional Artistic Swimming Club (LSC)

Location: London, Ontario

Report to: LSC Executive Board

Terms of Employment: This is a year-round, part-time position (approximately 12-15 hours per week) with hours fluctuating by season. In addition to Regional & Recreational Head Coach duties, they are responsible for training and direct coaching duties as scheduled. If the Regional & Recreational Head Coach provides direct coaching, compensation is provided based on direct athlete coaching hours.

Position Summary: The London Regional Artistic Swimming Club (LSC) is seeking a passionate, collaborative, and experienced Lead Trainer and Regional & Recreational Head Coach to oversee the delivery of regional and recreational artistic swimming programming. This leadership role focuses on providing recreational artistic swimming instruction, coach training, athlete mentorship and development, and collaborating with the Competitive Head Coach and LSC Executive in support of organizational growth and excellence.

Key Responsibilities:

- Oversee the delivery of regional and recreational artistic swimming programs in developing skilled, confident athletes towards individual and team performance goals
- Organize athlete recruitment events, including Try-Art-Swim events
- Ensure compliance with SafeSport training and policies towards a positive sports environment
- Ensure compliance with any and all policies established and maintained by Ontario Artistic Swimming, Canadian Artistic Swimming, and the London Regional Artistic Swimming Club
- Accurately manage regional and recreational coach scheduling, approve shifts for payroll
- Organize and lead monthly regional and recreational coach meetings
- Support regional & recreational coaches with professional communication between athletes and families as well as providing support for competitions
- Train coaches in artistic swimming techniques, routines, and developing athletes;
- Completes Regional & Recreational coach cards for competitions
- Collaborate closely with the LSC Executive team and Competitive Head Coach
- Attend Executive/Board meetings, providing regular updates for regional and recreational programming
- Support community marketing strategies with a minimum 4 Rec/RL social media posts per month
- Responding to emails and other forms of communication promptly for regional and recreational athletes, families and coaches
- Build and maintain collaborative, inclusive, and respectful relationships with coaches, board members, athletes, and families
- Address and navigate conflict in a constructive manner, using effective resolution strategies to support a positive team environment
- Facilitate athlete training from regional league up to competitive
- Provides phase development training to coaches to enhance their ability to facilitate strong training plans
- Responsible for developing athletes and coaches on artistic swimming education opportunities to progress their qualifications

Minimum Requirements

- NCCP Level I / Swimming 101 coaching certification (or equivalent experience with commitment to complete within 12 months)
- Competition Intro (as required)
- Regional League Coach Course
- National Lifeguard (NLS) certification or scheduled re-certification

- Current First Aid/CPR
- 3+ years artistic swimming or synchro coaching experience
- Valid Police Record Check (PRC) and Vulnerable Sector Check (VSC) (as applicable to age)
- Strong understanding of regional & recreational artistic swimming programming and OAS policies
- Ability to travel locally and provincially
- Strong ability to address concerns before they arise
- Forward thinker with a safety focus
- Ability to identify potential safety concerns or opportunities to enhance development when observing routines
- Excellent soft skills with a strong ability to guide and approach concerns with coaches in a kind and respectful manner
- Ability to communicate with parents, coaches and athletes regarding safety concerns in order to effectively address changes or follow up required.
- Ensuring OAS/CAS safety policies are adhered to

Skills & Assets

- Proven leadership and team-building abilities, ability to inspire athletes towards achieving athletic and performance goals
- Enthusiastic and motivated about artistic swimming
- Strong communication skills and ability to receive and provide constructive feedback
- Sound organizational and planning abilities, knowledge of PR/marketing methods
- Ability to work collaboratively with others and main a positive, balanced team environment
- Experience applying sports psychology principals

The LSC is an equal opportunity employer committed to fostering an inclusive work environment. In accordance with requirements in Ontario Regulation 191/11 – Integrated Accessibility Standards and the Ontario Human Rights Code, LSC will accommodate the needs of individuals with disabilities throughout the recruitment process. If you require accommodation at any stage of the recruitment process, please inform the Recruitment representative of the nature of the accommodation(s) you require.

Please submit your application, including cover letter and resume, to londonartisticswimhr@gmail.com. If you experience any issues with submitting your application please contact our HR Coordinator at 519-521-9057.