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CENTRAL CONNECTICUT COAST YMCA POSITION ANNOUNCEMENT August 2022

Job Title: **Competitive Swimming Director,
Soundview Family YMCA**

Reports To: Executive Director,
Soundview Family YMCA

Annual Salary: \$51,000 - \$60,000

FLSA Status: Full-Time, Exempt

Leadership Level: Team Leader

Department: 200 Aquatics

POSITION SUMMARY:

This position supports the mission and work of the Y, a leading nonprofit, charitable organization. The Competitive Swimming Director is responsible for the leadership and management of the swim team in accordance with the rules and regulations set by the YMCA of the USA, USA Swimming, and the Central Connecticut Coast YMCA. The Competitive Swimming Director is expected to form positive relationships, mentor as appropriate and effectively communicate with coaching staff, swim team members, swim team parents, and the YMCA community. This results in a cause-centered culture that is welcoming, genuine, hopeful, nurturing, and determined.

LEADERSHIP COMPETENCIES:

Volunteerism: Engages volunteers and promotes social responsibility at all levels of the organization

Communication & Influence: Expresses self effectively in a way that engages and inspires

Emotional Maturity: Demonstrates ability to understand and manage emotions effectively in all situations

Inclusion: Values all people for their unique talents

Developing Self & Others: Develops self and supports others to achieve their highest potential

Functional Expertise: Executes superior technical skills for the role

QUALIFICATIONS:

- At least 21 years old with minimum three (3) years' experience coaching a competitive program.
- Lifeguarding, CPRPR, First Aid, AED, O2, ASCA, and YMCA coaching certifications.
- Safety Training for swim coaches within first 30 days of employment.
- Safe Sports Act training within first 90 days of employment.
- Proven experience in the management of competitive swimming and the ability to teach technique instruction for all ages and abilities.
- Advanced knowledge in practical, theoretical and psychological concepts of competitive swimming.
- Active membership in local, regional, and national swim coaching organizations.
- Proven ability to supervise, recruit, train, and support staff and volunteers.
- Demonstrated leadership skills in an outgoing, friendly, assertive, professional, and mature manner.
- Excellent planning and organizational skills.

The ideal candidate understands the sport and wishes to establish "A CULTURE" of TEAM, a fun group of friends at all ages while at the same time possesses the skill set to challenge and encourage the older more committed student/athletes to be the best that they can be.

EFFECTS ON END RESULTS:

This position strongly impacts the effectiveness with which the Central Connecticut Coast YMCA accomplishes its mission. The role requires that the Competitive Swimming Director be committed to delivering high quality results, building



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positive relationships, maintaining a safe environment, and fostering a health community for all. The Competitive Swimming Director ensures that:

- Growth is seen in competitive swim team enrollment and quality in accordance with annual targets.
- Participants, parents/caregivers, and staff become more confident and comfortable as part of the swim team.
- Participants and staff set and achieve personal goals.
- Swim team program is conducted according to the YMCA of the USA standards.
- Swim team members and staff embody the mission and values of the YMCA.

BENEFITS:

- YMCA family membership and program discounts
- Medical, dental, and vision coverage; long-term disability and life/accidental death insurance
- Employee Assistance Program (EAP) offering free confidential services, resources, and counseling
- YMCA Retirement Fund with full contributions made by the Central Connecticut Coast YMCA
- Optional enrollment in 403(b) tax-deferred savings account
- Paid time off, sick time, paid holidays and salary continuation
- Training, certification, and professional development opportunities
- Tuition reimbursement and scholarship partnerships with Springfield College and Post University

OUR CULTURE:

The Y is the nation's leading nonprofit committed to strengthening communities by connecting all people to their potential, purpose and each other. Our mission and core values are brought to life by our culture. **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.

ASSOCIATION PROFILE:

With an operating budget of \$20M, the Central Connecticut Coast YMCA (CCCY) is a YMCA North American Network Y (one of the 70 largest Ys in North America) and delivers a full-range of youth development, healthy lifestyle, and aquatic programs at our 5 full-facility branches and 2 youth centers in the Greater Bridgeport and New Haven areas, as well as at our resident camp in the Berkshires of Massachusetts. Through our Alpha Community Services branch, we lead the way in affordable supportive housing initiatives in Bridgeport and New Haven. Over 2,300 committed volunteers donated 28,500 hours of service in 2021 and the Association employs 120 full-time and 700+ part-time staff.

HOW TO APPLY:

Click [HERE](#) to view the full job posting and apply. Applications will be accepted until October 15, 2022. Please direct questions to Matt LaPrino, Executive Director at mlaprino@cccyymca.org.