



Delmar Dolphins, a well-established USA swimming club in the NY Capital Region founded in the 1960s, is seeking a dynamic Head Coach to lead our program. With a membership of approximately 100 swimmers aged 6-18, we are dedicated to fostering athletic excellence, personal growth, and a positive team culture. The Head Coach will be the cornerstone of our club's operations, responsible for driving technical development, mentoring assistant coaches, and creating an environment where every swimmer can thrive both in and out of the pool.

Responsibilities:

- **Program Leadership:** Oversee all aspects of the club's swimming program, from age-group development to senior-level training, ensuring alignment with club philosophy and goals.
- **Coaching & Technical Development:** Design, implement, and supervise comprehensive training plans. Provide expert technical instruction and stroke correction to all age groups, adapting to individual swimmer needs.
- **Assistant Coach Management:** Recruit, train, mentor, and evaluate assistant coaches. Foster a collaborative coaching environment focused on continuous improvement and shared success.
- **Team Culture & Athlete Development:** Cultivate a positive, inclusive, and supportive team culture that emphasizes sportsmanship, dedication, and respect. Champion the development of "good humans" through swimming, focusing on character building, resilience, and life skills.
- **Communication:** Maintain open and effective communication with swimmers, parents, assistant coaches, and the Board of Directors.
- **Administrative Duties:** Work closely with the Board on club management, scheduling, budgeting inputs, and ensuring compliance with USA Swimming rules and safety standards.
- **Meet Preparation & Attendance:** Plan meet schedules, prepare swimmers for competition, and attend key competitions to coach and support athletes.

Qualifications:

- Competitive swim background
- Proven experience as a Head Coach or significant experience as a senior-level assistant Coach in a competitive swimming program (5 years + preferred)
- Demonstrated ability to inspire and motivate swimmers of all ages and abilities.
- Strong technical knowledge of competitive swimming strokes, starts, turns, and training methodologies.
- Excellent leadership, communication, and organizational skills.
- Current USA Swimming coach certifications (or ability to obtain), including background checks, athlete protection training, CPR.
- A passion for youth development and a commitment to fostering a positive and supportive environment.
- Bachelor's degree preferred.

Salary Range: \$40,000 - \$65,000 commensurate with experience

Why Join Delmar Dolphins?

This is an exceptional opportunity to lead a historic club with a strong community presence and a dedicated membership. You will have the autonomy to shape our swimming program and leave a lasting impact on young athletes in the NY Capital Region. If you are a passionate leader committed to developing both fast swimmers and well-rounded individuals, we encourage you to apply.

Interested candidates should submit a resume and references to dolphinshq@gmail.com