

Director of Age Group Swimming / Head Age Group Coach

**Regional YMCA of Western Connecticut Makos Swim Team
Brookfield, Connecticut**

Salary: \$45,000-\$60,000

Help Build the Next Generation of Champions

The Regional YMCA of Western Connecticut is seeking an enthusiastic, experienced, and passionate **Director of Age Group Swimming / Head Age Group Coach** to lead the development of our 14 & Under competitive swimming program while overseeing our growing Masters Swimming program.

This is an exciting opportunity for a coach who is committed to athlete development, staff leadership, and creating a positive team culture. We are looking for someone who values long-term swimmer development, believes in building relationships with families, and enjoys mentoring both athletes and coaches.

As a key member of our coaching leadership team, you will work closely with the Senior Aquatics Director to continue the tradition of excellence that has made the Makos one of Connecticut's premier YMCA and USA Swimming programs.

About the YMCA

At the YMCA, strengthening community is our cause.

Every day we work to ensure that everyone has the opportunity to learn, grow, and thrive. Our culture is built around five core values:

- **Welcoming** – We are open to all.
- **Genuine** – We value every individual.
- **Hopeful** – We believe in each person's potential.
- **Nurturing** – We support growth and development.
- **Determined** – We work every day to make our community stronger.

Position Responsibilities

The Director of Age Group Swimming provides leadership for all aspects of our developmental and age group competitive swimming program.

Responsibilities include:

- Lead and coach assigned competitive training groups, including Senior Prep, CT Age Group, and Masters.
- Supervise and mentor coaches working with Long Fins, Short Fins, Mini Makos, and Gators.
- Design season plans and daily practices that promote long-term athlete development in collaboration with the Senior Aquatics Director.
- Attend practices, competitions, championship meets, clinics, and team events.
- Foster a positive, supportive, and inclusive environment for swimmers and families.
- Communicate effectively with parents through meetings, email updates, and program communications.
- Oversee the Masters Swim Program and implement strategies for continued growth.
- Coordinate new swimmer evaluations, preseason camps, and specialty clinics.
- Develop marketing materials and promote the swim team through social media and community outreach.
- Assist in developing and managing the Age Group program budget.
- Work collaboratively with the Mako Parent Committee and YMCA staff.
- Recruit, train, supervise, and mentor part-time coaching staff.
- Ensure compliance with YMCA and USA Swimming policies, Safe Sport standards, and safety protocols.
- Compile program statistics and evaluate team performance.
- Support fundraising initiatives and special events.
- Assist with facility operations, including weekly and seasonal pool configurations and equipment setup.
- Perform additional duties that support the success of the swim team and YMCA.

Qualifications

The successful candidate will possess:

- Bachelor's Degree or equivalent experience.
- Previous competitive swimming coaching experience. Experience with developing seasonal plans and managing staff preferred.
- Previous competitive swimming experience at the club and collegiate level.

- ASCA Level 2 certification or higher (Level 3 preferred).
- Current USA Swimming Coach certifications (or ability to obtain immediately upon hire), including:
 - Coaches Safety Training
 - Principles of Competitive Swimming
 - CPR/AED
 - First Aid
- Lifeguard certification (or ability to obtain).
- Experience working with athletes ages 5–18.
- Strong leadership, organizational, and communication skills.
- Ability to motivate athletes, coaches, volunteers, and parents.
- Experience using Microsoft Office, swim management software, websites, and social media.
- Budget management experience is preferred.
- Valid driver's license and willingness to travel to competitions.

What We're Looking For

We're searching for a coach who:

- Believes in athlete-first coaching.
- Is passionate about developing swimmers of all ability levels.
- Leads with integrity, professionalism, and enthusiasm.
- Can build strong relationships with athletes, families, and staff.
- Enjoys mentoring assistant coaches.
- Brings energy, creativity, and a positive attitude to the pool every day.
- Is dependable, reliable and prompt.

Schedule

This is a full-time exempt position requiring flexibility to work:

- Early mornings
- Evenings
- Weekends
- Swim meets and championship competitions
- Occasional travel

Physical Requirements

The position requires the ability to:

- Demonstrate swimming skills and stroke technique.
- Instruct both on deck and in the water.
- Lift equipment and occasionally assist young swimmers.
- Move equipment weighing up to approximately 50 pounds.
- Work in a warm, humid aquatic environment for extended periods.

Why Join the Makos?

The Regional YMCA of Western Connecticut offers the opportunity to make a lasting impact on young athletes while working within one of Connecticut's most respected YMCA and USA competitive swimming programs. With over 150 USA registered swimmers, our team has consistently placed in the top tier at the CT Age Group Championships and has produced numerous YMCA National Qualifiers and YMCA All-Americans. Our year-round training facility features a 6 lane 50m pool with moveable bulkheads that allow us to train LCM, SCY and SCM throughout the year. An air structure is constructed over the pool for the fall, winter and early spring months, and we enjoy the fresh air and sunshine in the late spring and summer season.

You'll join a collaborative coaching staff with decades of experience, dedicated to excellence, character development, and helping every swimmer reach their full potential.

If you're ready to inspire the next generation of swimmers while helping shape the future of a successful and growing program, we'd love to hear from you.

To Apply:

Please submit a cover letter, résumé, and three professional references to:

Jason Paige at Jpaige@regionalyymca.org