

General Information

Job Title: Youth Sports Coordinator/ Swim Team Head Coach - Fairfield YMCA

Location: Fairfield YMCA 841 Old Post Road Fairfield, CT, 06824 United States

Base Pay: \$22.00 - \$28.00 / Hour

Employee Type: Non-Exempt FT

Job Category: Aquatics

Industry: Non-Profit

Contact information

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Description

Position Summary

This position supports the mission and work of the Y, a leading nonprofit, charitable organization. The Youth Sports Coordinator/Head Swim Team Coach at the Fairfield YMCA is responsible for the coordination of youth sports programs at the branch and the competitive swim team. This position is responsible for maintaining a supportive, positive atmosphere that welcomes and respects all individuals and provides direct leadership, instruction, motivation, safety, and enjoyment for participants and staff.

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The essential functions of this position include, but are not limited to the following:

- Models and teaches the YMCA core values of caring, honesty, respect, and responsibility with members, colleagues, staff, guests, volunteers, and vendors.
- Develops, promotes and manages youth sports and competitive swim programs in a manner consistent with YMCA core values.
- Recruits, trains, supervises, and evaluates staff and volunteers for youth sports and the competitive swim programs.
- Supports members, program participants, and staff in achieving their goals through motivational support and guidance.
- Responsible for swim team travel arrangements, itineraries, and budget management.
- Responsible for program orientations, handouts, recognition, and certifications.
- Stays up to date and assists with all facility changes including but not limited to events, holidays, schedule changes, and pool closures.

- Assists Senior Program Director with youth sports and swim team budget planning.
- Maintains physical presence at all times while on duty, remains aware of surroundings and participants ensuring a pleasant, professional, and safe environment.
- Communicates with staff, participants, and parents in a timely and professional and answers questions that will support a positive experience with the Y.
- Ambassador of all YMCA programs with a focus on youth sports and aquatics programs, schedules, and member engagement.
- Maintains program areas and equipment in an orderly and safe manner. Assists in maintenance and upkeep as required by the Central Connecticut Coast YMCA, local and county health departments, and YMCA of the USA.
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YMCA Leadership Competencies

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

Collaboration: Creates sustainable relationships within the Y and with other organizations in service to the community.

Program/Project Management: Ensures program or project goals are met and intended impact occurs.

Communication & Influence: Listens and expresses self effectively and in such a way that engages, inspires, and builds commitment to the Y's cause.

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

Inclusion: Values all people for their unique talents, and takes an active role in promoting practices that support diversity, inclusion, and global work, as well as cultural competence.

Developing Self & Others: Develops self and supports others (e.g., staff, volunteers, members, program participants), both formally and informally, to achieve their highest potential.

Functional Expertise: Executes superior technical skills for the role.

Requirements

Experience, Education, and Qualifications

- At least 21 years old with minimum 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
- Advanced knowledge in practical, theoretical and psychological concepts of competitive swimming
- Active membership in local, regional, and national swim coaching organizations
- Experience in a wide-range of physical activities with the ability to instruct and perform duties of the assigned program staff
- Proven ability to supervise, recruit, train, and support staff and volunteers
- Must be observant, safety-conscious, and able to react calmly and quickly in an emergency
- Demonstrated leadership skills in an outgoing, friendly, assertive, professional, and mature manner
- Excellent planning and organizational skills

Trainings & Certifications

- Must complete online New Employee Orientation, Child Abuse Prevention, Mandated Reporter, Blood borne Pathogens, Hazard Communication, and Employee Safety trainings prior to start of position.
- Must complete Safe Sports Act Training within the first 90-days of employment
- Must attain certification Safety Training for swim coaches' with in first 30 days of employment.
- Must be certified in ASCA Foundations of coaching level 1 or higher - Required for job placement.
- Must attain YMCA coaching certification.
- Must be certificated in Lifeguarding, CPRPR, First Aid, AED, O2, ASCA, and YMCA coaching certifications - Required for job placement.

Physical Demands

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable

accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is regularly required to talk or hear.
- Must be able to be in the water for extended periods of time and pass aquatic proficiency tests.
- Must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds.
- Sufficient visual and auditory acuity required to respond to emergencies in a timely manner in a busy pool environment.
- The noise level in the work environment is moderate to high.

Summary

A Career with a Cause: our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. Our mission is to put Judeo-Christian principles into practice through programs that build healthy spirit, mind, and body for all. The Y strengthens the foundations of communities and families through our key areas of focus; youth development, healthy living, and social responsibility and our core values of caring, honesty, respect, and responsibility. We are committed to this cause because a strong community is achieved when we invest in our children, health, neighbors, and values.

We are welcoming: we are open to all. We are a place where you can belong and grow. **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.

Effect on End Results

This position strongly impacts the effectiveness with which the Central Connecticut Coast YMCA accomplishes its mission. The role requires that the Head Swim Team Coach be committed to delivering high quality results, building positive relationships, maintaining a safe environment, and fostering a healthy community for all.

- Growth is seen in the program enrollment and quality in accordance with annual targets.
- Participants, Parents/Caregiver, 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.