

Full-Time Assistant Coach

Develop athletes. Strengthen the program. Help every swimmer move forward.

Employment	Full-time
Reports to	Head Coach/CEO
Schedule	Weekday afternoons/evenings, meets, weekends, travel, and regular administrative hours
Start date	As soon as mutually agreed
Compensation	\$49,000-\$55,000 annual base salary range, paid semi-monthly, plus eligibility for a performance bonus of up to \$5,000
Benefits	\$5,250 annual health-insurance stipend; \$1,200 annual phone allowance; \$1,000 annual retirement contribution; 14 paid vacation days; approved expense reimbursement

ABOUT RAC

Ridgefield Aquatic Club (RAC) is a private, nonprofit, coach-led and parent-supported year-round USA Swimming club serving swimmers from pre-competitive development through national-level training. RAC competes within Connecticut Swimming. A volunteer Board of Directors provides governance, financial oversight, and long-term strategy, while the Head Coach/CEO leads the coaching staff and daily program operations. Our coaching approach emphasizes athlete development, technical excellence, character, confidence, inclusion, and a positive team experience.

POSITION SUMMARY

RAC is seeking an experienced, collaborative coach who brings energy, technical knowledge, sound judgment, and a genuine commitment to long-term athlete development. The Full-Time Assistant Coach will lead assigned squads, support the full competitive and pre-competitive program, and share responsibility for meet operations, family communication, athlete tracking, and day-to-day program administration.

KEY RESPONSIBILITIES

- Lead assigned competitive and/or Olympic Way squads and provide coverage across other training groups as needed.
- Develop seasonal and daily training plans that emphasize stroke technique, age-appropriate progression, racing skills, physical literacy, and the USA Swimming American Development Model.
- Create a safe, positive, disciplined, and motivating environment for swimmers of varied ages and ability levels.
- Attend assigned practices, meets, championship competitions, team events, staff meetings, and professional-development activities.
- Support meet selection, swimmer eligibility review, entries, relays, travel planning, deck assignments, and post-meet follow-up.
- Track attendance, athlete progress, goals, and relevant coach observations; communicate placement and progression recommendations through the established coaching structure.

- Communicate clearly and professionally with swimmers and families through approved team channels.
- Follow USA Swimming Safe Sport requirements, MAAPP, the USA Swimming Safe Sport Code, RAC policies and codes of conduct, and approved electronic-communication practices.
- Collaborate with the Head Coach/CEO and squad leads to maintain consistent curriculum, expectations, and transitions across Olympic Way, Development, Age Group, Performance, Junior, Senior, and National squads.
- Support the designated squad lead and Head Coach/CEO; do not provide competing direction, and follow the Head Coach/CEO's final decisions on swimmer placement and program matters.
- Serve as the lead on deck when designated by the Head Coach/CEO and respond appropriately to safety or operational issues.
- Contribute to swimmer recruitment, retention, tryouts, evaluations, clinics, and other club initiatives.
- Maintain regular administrative hours and provide concise program updates or reports requested by the Head Coach/CEO or Board.

REQUIRED QUALIFICATIONS

- Prior competitive swim coaching experience and demonstrated ability to teach stroke technique and racing skills.
- USA Swimming coach membership in good standing, or the ability to satisfy all applicable membership and safety requirements before athlete contact, including the criminal background check, Athlete Protection Training, CPR/AED, and Safety Training for Swim Coaches. Employment is contingent on successful completion of applicable RAC and USA Swimming screening and safety requirements.
- Strong written, verbal, organizational, and interpersonal skills.
- Ability to work collaboratively, accept feedback, exercise sound judgment, and communicate appropriately with minors and families.
- Availability for the schedule demands of year-round club swimming, including evenings, weekends, championship meets, and occasional travel.

PREFERRED QUALIFICATIONS

- Experience leading an age-group or senior training group within a USA Swimming club.
- USA Swimming University education, American Development Model education, ASCA coursework, or comparable professional development.
- Experience with meet-entry and team-management systems, athlete tracking, and parent communications.
- College degree in coaching, education, kinesiology, sport management, or a related field.

HOW TO APPLY

Email a resume and cover letter to Head Coach/CEO Emmanuel Lanzo at coachlanzo@gmail.com. Applications will be reviewed on a rolling basis until the position is filled. Qualified applicants will be invited to interview; in-person interviews are preferred.

Ridgefield Aquatic Club is an equal opportunity employer. RAC considers qualified applicants without regard to any characteristic protected by applicable federal, state, or local law. Reasonable accommodations for the application and interview process are available upon request.