

Part-Time Strength & Conditioning Coach

Build durable, confident athletes through safe, evidence-based training.

Employment	Part-time
Reports to	Head Coach/CEO
Schedule	Approximately 40 hours per month for 11 months, scheduled across weekday afternoons/evenings and selected Saturdays; maximum 440 hours annually
Locations	RAC training facilities in Ridgefield, including Barlow Mountain Pool and Steel Fitness in Ridgefield
Compensation	\$32-\$35 per hour, paid semi-monthly, up to 40 hours per month for 11 months (maximum 440 hours annually), plus eligibility for a performance bonus of up to \$2,000
Benefits	Reimbursement for approved professional development and required certification expenses

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

The Strength & Conditioning Coach will design, deliver, and evaluate age-appropriate dryland and strength programs for RAC competitive squads. The role centers on three outcomes: improved athletic performance, reduced injury risk, and lifelong movement skills. The coach will collaborate closely with swim coaches, maintain safe training environments, document athlete progress, and use evidence-based practices aligned with long-term athlete development.

KEY RESPONSIBILITIES

- Design and implement in-season, pre-season, and off-season strength and conditioning plans for assigned RAC squads.
- Align dryland progression with swimmer age, training age, maturation, competition calendar, squad objectives, and the USA Swimming American Development Model.
- Coach movement quality, mobility, stability, strength, power, speed, conditioning, recovery, and injury-risk-reduction habits using safe, developmentally appropriate methods.
- Supervise every training session actively; establish clear technique, conduct, spotting, equipment-use, and emergency expectations.

- Evaluate athlete readiness and progress using appropriate, repeatable measures; maintain attendance, testing, programming, and incident records.
- Meet regularly with the Head Coach/CEO and squad leads to coordinate training loads, athlete needs, meet preparation, and seasonal priorities.
- Coordinate with an athlete's parent or guardian and appropriately licensed healthcare provider when an athlete is injured or returning to activity; do not diagnose or independently direct medical rehabilitation.
- Maintain clean, orderly, and safe training areas; inspect equipment and report repair, replacement, or facility concerns promptly.
- Develop and review program policies, emergency procedures, risk-management practices, and an annual equipment and operating budget.
- Provide introductory strength and movement education for younger squads when assigned.
- Follow and reinforce USA Swimming Safe Sport requirements, MAAPP, the USA Swimming Safe Sport Code, RAC policies and codes of conduct, and approved electronic-communication practices.
- Perform other related duties assigned by the Head Coach/CEO.

REQUIRED QUALIFICATIONS

- Bachelor's degree in kinesiology, exercise science, strength and conditioning, or a closely related field.
- Current CSCS credential or another relevant NCCA-accredited strength and conditioning credential acceptable to RAC.
- Current CPR/AED and first-aid certification.
- Demonstrated knowledge of youth resistance training, exercise technique, program design, testing, load management, and emergency response.
- Experience working with middle-school and high-school athletes.
- Strong teaching, motivation, organization, documentation, and communication skills.
- Ability to satisfy all RAC and USA Swimming athlete-protection, membership, and screening requirements applicable to the role before athlete contact. Employment is contingent on successful completion of those applicable requirements.

PHYSICAL AND WORK REQUIREMENTS

- Ability, with or without reasonable accommodation, to demonstrate exercises and visually monitor athletes throughout training.
- Ability, with or without reasonable accommodation, to frequently stand, walk, reach, squat, kneel, and move through active training spaces.
- Ability, with or without reasonable accommodation, to safely lift, carry, set up, and store equipment weighing up to 50 pounds.
- Work indoors and outdoors in environments with variable noise, temperature, surfaces, and interruptions.
- Maintain flexibility for evenings, weekends, multiple Ridgefield locations, and seasonal schedule changes.

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. Strength-and-conditioning credentials will be verified during the selection process.

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.