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PIEDMONT FAMILY YMCA JOB DESCRIPTION

Job Title: Cavalier Aquatics Assistant Coach

Status: Part-Time

Reports to: Cavalier Aquatics Head Age Group Coach

FLSA Status: Non-Exempt

Department: Cavalier Aquatics

Revision Date: 09/27/2024

ABOUT US:

Cavalier Aquatics/Piedmont Family YMCA is a year-round USA/YMCA Club Program located in Charlottesville, VA. The Cavalier Aquatics program is under the current direction of Director of Competitive Swimming, Gary Taylor, and Director of High Performance, Todd DeSorbo. This is Charlottesville's premier club team and was recognized as a 2023 USA Swimming Gold Medal Club for Excellence. Cavalier Aquatics/Piedmont Family YMCA won the 2022 YMCA National Team Championship, 2022 and 2023 YMCA Men's National Championship, has been a top 3 program at Virginia Age Group and Senior State Championships, and sent four athletes to the 2024 United States Olympic Trials. One current athlete qualified for the Olympic Games in the 100 and 200 Fly, and won a silver medal on the 4x100 Medley Relay.

The Brooks Family YMCA is a 79,000 square foot facility that includes a fitness center, gymnasium, walking track, play zone, community room, and multiple group exercise studios. The aquatics facility includes a zero-depth entry family pool with three lanes and a 10-lane competition pool. This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living, and social responsibility. The Assistant Coach intentionally fosters a cause-centered culture that is welcoming, genuine, positive, nurturing, and determined while also managing a safe, high quality, member-focused swim team. The ideal candidate is highly motivated and can provide strong leadership and development.

POSITION SUMMARY:

Under the direction of the Head Age Group Coach, the Part-Time Assistant Coach will work in a support role for both the year-round competitive program and the Masters Swimming program. Cavalier Aquatics is a highly respected team for its ability to develop national-level swimmers while also providing a fun, educational environment for swimmers of all ages and abilities.

On-deck hours are split up amongst the entire staff of part-time coaches. The expected available hours to assist with the year-round competitive program will typically be between 4:00 – 6:30pm Monday-Thursday and 4:00-5:15pm on Friday. The expected available hours to lead Masters Swimming practices are 7:30-9:00am on Monday, Tuesday, Thursday, and Friday; 12:30-2:00pm on Monday, Wednesday, Friday, and Sunday. An exact schedule will be discussed during the hiring process based on the candidate's availability.

ESSENTIAL FUNCTIONS:

- Coaches in a support role alongside lead coaches within the competitive year-round program.
- Leads Masters Swimming practices for assigned training sessions.
- Provides excellent member service and creates a positive program environment with encouragement, goal setting, and positive reinforcement.
- Leads by example while adhering to YMCA policies and being a role model both on and off the pool deck.
- Follows all YMCA policies, rules, regulations and procedures, including emergency and safety procedures. Completes incident and accident reports as necessary.
- Adheres to YMCA's core values of caring, honesty, respect, and responsibility.
- Performs other duties as assigned.

LEADERSHIP COMPETENCIES:

Advancing Our Mission & Cause: Engaging Community, Volunteerism, Philanthropy, Change Leadership

Building Relationships: Collaboration, Communication & Influence, Inclusion

Leading Operations: Critical Thinking & Decision Making, Fiscal Management, Functional Expertise, Innovation, Program/Project Management

Developing & Inspiring People: Developing Self & Others, Emotional Maturity

QUALIFICATIONS:

- Coaching member in good standing with USA Swimming and USA Safe Sport compliant.
- Must have competitive swim coaching experience and demonstrate effective coaching skills.
- The ability to lead through communication, healthy motivation, and guide swimmers of all ages.
- Certifications: CPR for the Professional Rescuer, AED, Background check through USA Swimming, Safety Training for Swim Coaches (online and in water), Foundations of Coaching 101, Athlete Protection Training.

WORK ENVIRONMENT & 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.
- Ability to instruct and observe participants in proper stroke techniques.
- Ability to lift equipment, and to lift a small to average size child.
- The employee frequently is required to sit and reach and must be able to move around the work environment.

SIGNATURE:

I have reviewed and understand this job description.

Employee’s name _____ Employee’s signature _____

Today’s date: _____