



HEAD COACH DROITWICH DOLPHINS SWIMMING CLUB

BACKGROUND, CLUB INFORMATION AND JOB DESCRIPTION

Background

Droitwich Dolphins Swimming Club has operated in Droitwich for over 60 years, and currently has around 135 members ranging in age from 7 to over 60. We cater to a wide range of swimmers, with some training for fitness and others competing at various levels. The club has seen growing membership and competitive success in recent years, with swimmers qualifying for and winning medals at county, regional and national level. We host regular internal galas throughout the year, offering our swimmers an introduction to competing in a familiar environment, and also giving our swimmers the chance to gain qualifying times without the expense of entering and travelling to open meets elsewhere.

Organisational Structure

The post holder will report to the Chair of Droitwich Dolphins.

Location: Droitwich

Job Type: Part-time self-employed (meeting self-employed regulations) 48-64 hrs month (typically Poolside 10-12 hrs week + 2-4hrs planning/admin week)

Salary: Competitive (dependent on experience) + Competition attendance allowance

Closing Date: 31 March 2025

About the Organisation:

Droitwich Dolphins are a long-established swimming club that has moved forwards and developed significantly over the last 4 years.

Based at Droitwich Leisure Centre, the club have a substantial, and growing membership along with an ambitious appetite for further success. The team run a successful swim programme across a range of levels which includes a Masters

squad and youth fitness squad. The team is supported by a dedicated Committee, and a group of skilled coaches and volunteers.

About the appointment:

This is an exciting opportunity for a suitably experienced individual to help shape the direction and structure of the Club and to lead it towards future success.

The Head Swim Coach will report to the Droitwich Dolphins Committee and will be responsible for:

- Leading the development, organisation and implementation of the Club's coaching and competition pathway, ensuring swimmers across the entire programme are given the opportunity to maximise their potential, including attendance at appropriate swim competitions
- Embedding and developing an appropriate culture, championing our values and promoting positive coaching behaviours across all activities
- Effectively engaging, line managing, and leading the development of our existing team of coaches to ensure they are successful, up to date with technical developments, and have the support to reach their full potential
- Lead the coaching programme for all of the Club Squads
- Supporting the committee in maintaining relevant SwimMark accreditation
- Ensure continued success as a competitive swimming club
- Contributing to the commercial growth and development of the Club through the delivery of a robust swimmer recruitment programme through working with the Membership Secretary to recruit new swimmers and maximise the number of swimmers in the club.
- Working with the committee to ensure a robust competition program and a strong attractive club for swimmers of all standards
- Supporting the committee with the organisation of our Club Championships and sprint nights

Locations of Work:

Coaching will take place at Droitwich Leisure Centre and the surrounding area, including travel to other venues across the wider UK for competitions. The position requires regular work at weekends, evenings, and possibly early morning sessions in line with our training programme and competition schedule.

About the candidate:

Suitable candidates will possess substantial experience of coaching and developing swimmers within a structured development pathway and will be able to demonstrate their experience and ability in developing athletes at all levels.

Skills/Qualifications:

- Minimum Swim England Swimming Coach Certificate / ASA Level 2 Swimming Coach Award (looking to work towards level 3 qualification which would be supported by the club)
- Line management experience
- Strong IT Skills – Including use of swimming-based software
- Social media/marketing experience advantageous

- Excellent communication and planning skills are vital, along with the ability to easily engage and build trust with swimmers and coaches under their charge
- Current safeguarding certificate and enhanced DBS check required and renewed as necessary
- Good knowledge of and compliance with child protection, safeguarding and Swim England policies such as Wavepower.
- Ability to commute across Droitwich and surrounding area to meet the requirements of the swim programme
- Right to work in the UK

Benefits:

Kit Supplied
Travel expenses for competitions
Financial support for agreed training

How to apply:

To apply for the position, please send your current CV and a covering letter explaining why you would be suitable for the role to:
Giles Rawlinson vicechair@droitwichdolphins.co.uk and
Tracy Ball chairman@droitwichdolphins.co.uk

Interviews are expected to be held April 2025 and will likely incorporate attendance at one of our training sessions to meet existing swim coaches and members of the Club management team.

For an informal conversation about the role in advance of any application, please contact either Giles Rawlinson on 07717 630500 or Tracy Ball on 07765 406056

Appointment date is flexible within reason and is subject to successful completion of safeguarding checks and positive references.