



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Winona Family YMCA

Job Title: **Coach – Swim Team**

Job Code: 302

FLSA Status: Non-Exempt

Job Grade:

Reports to: Aquatics and Recreation Director

Revision Date: 8/2021

POSITION SUMMARY:

Provides direct leadership, instruction, and motivation for swim team participants. Positively interacts with children, parents, volunteer coaches, and officials modeling YMCA core values: honesty, respect, responsibility, and caring.

OUR CULTURE:

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

ESSENTIAL FUNCTIONS:

1. Implements practice lesson plans focused on development of competitive strokes, starts, turns and team skills as well as intangible values of teamwork, persistence, positive attitude, etc.
2. Builds effective, authentic relationships with participants and parents; helps them connect with each other and the YMCA. Encourages parent involvement and identifies additional potential programs of interest.
3. Ensures compliance to program guidelines regarding relay entry, practice attendance, sportsmanship, etc.
4. Maintains records as required (i.e. attendance, skill evaluation, etc.)
5. Attends staff meetings and trainings as scheduled.
6. Follows all YMCA policies, rules, regulation and procedures, including emergency safety procedures. Completes incident and accident reports as necessary.
7. Maintains and secures team equipment. Reports damaged equipment or facility safety concerns.
8. May provide instruction or demonstration in the pool.
9. Perform other related duties as assigned by your supervisor.

YMCA COMPETENCIES (Leader):

- **Change Leadership:** Facilitates, co-creates, and implements equitable change for the good of the organization and/or community.
- **Engaging Community:** Builds bridges with others in the community to ensure the Y's work is

community-focused and welcoming of all, providing community benefit.

- **Philanthropy:** Secures resources and support to advance the Y's work.
- **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.
- **Communication & Influence:** Listens and expresses self effectively and in a way that engages, inspires, and builds commitment to the Y's cause.
- **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.
- **Critical Thinking & Decision Making:** Makes informed decisions based on logic, data, and sound judgment.
- **Fiscal Management:** Manages the Y's resources responsibly and sustains the Y's nonprofit business model.
- **Functional Expertise:** Executes superior technical skills for the role.
- **Innovation:** Creates and implements new and relevant approaches and activities that improve and expand the Y's work and impact in the community.
- **Program/Project Management:** Ensures program or project goals are met and intended impact occurs.
- **Developing Self & Others:** Develops self and supports others (e.g., staff, volunteers, members, program participants), both formally and informally, to achieve their highest potential.
- **Emotional Maturity:** Demonstrates ability to understand and manage emotions effectively in all situations.

QUALIFICATIONS:

1. Certifications: CPR & AED, lifeguard preferred.
2. Previous experience swimming and coaching.
3. Excellent interpersonal and motivational skills.
4. If under 18 years of age need to be supervised by a staff member.

PHYSICAL DEMANDS:

1. Ability to instruct and observe participants in proper skill techniques.
2. Ability to lift and transfer equipment.

SIGNATURE:

I have reviewed and understand this job description.

Employee's Name (please print)

Employee's Signature

Today's Date: _____