

Rappahannock Raiders Head Coach Description:

The Rappahannock Raiders Swim Team (RAPP), a USA Swimming club in King George, VA, is seeking a motivated and energetic full time Head Coach with excellent leadership and communication skills as well as technical expertise to coach and mentor our year-round swim team.

Historic King George, VA (est. 25,000 population) is considered the gateway to the Northern Neck of Virginia. Positioned between the Rappahannock River and Potomac River, King George is a rural community boasting an excellent school system and a safe and friendly environment.

About the Rappahannock Raiders Swim Team:

The team, comprised of approximately 60-80 swimmers, ranges in age and ability from novice through Sectionals, and Junior National qualifiers. Our vision is to develop individuals to succeed in life through participation in competitive swimming. Through this we hope to foster health and fitness in King George, VA in a safe, fun, and competitive environment while promoting team unity.

Head Coach Primary Responsibilities:

- Directing the organization pursuant to the club's mission and vision.
- Working with the Board of Directors for hiring, supervising, training, & education of all assistant coaches
- Develop annual operating budget
- Team management responsibilities include coach and athlete leadership development that provides for a positive atmosphere for all swimmers
- Ability to effectively communicate goals and progressions to swimmers and parents
- Ability to work with the entire coaching staff to build a uniform training program
- Attend board meetings, provide a quarterly coach's report on swimmer and team performance
- Conduct annual performance reviews with coaching staff and seasonal swimmer evaluations
- Be passionate about swimming while developing potential and recognizing the value of all swimmers
- Coach all competitive age groups. This includes, but is not limited to, developing a swim program that is technically, age, and developmentally appropriate, for both water and dryland training, which allows swimmers of different abilities to reach their highest potential.
- Abide by the American Swimming Coaches Association Code of Ethics, the USA Swimming Code of Conduct, and The Rappahannock Raiders Bylaws.
- Determining appropriate workout group for each athlete and update group requirements/progression as needed.
- Setting workout schedules and team meet schedules
- Prepare and submit swimmers' meet entries and assign staffing for swim meets.
- Lead swimmer recruitment/retention efforts. Responsible for the growth and sustainability of the swim program.
- Knowledge in the development and growth of a highly competitive club, both at the developmental and elite levels.
- Being a positive role model, maintaining high ethical and moral standards, and adhering to USA Swimming's Coach's Code of Conduct.

- Assisting and supporting all fundraising activities.

Minimum Requirements:

- Meet all USA Swimming coaching requirements.
- Have at least 4 years of swim coaching experience at any level and 1 year of management/administrative experience.
- Must be a US citizen or currently eligible to work in the US.
- Experience with Team Unify, Meet Manager and Microsoft applications.
- Have excellent interpersonal, oral and written communication skills.
- Thorough understanding of marketing elements (including traditional and digital marketing such as Social media).
- Be able to motivate swimmers of all abilities to achieve their full potential.
- Have ability to manage and mentor coaching staff to ensure consistent implementation of team philosophy and goals.

Desirable Requirements:

- ASCA level 3 or above certification.
- Bachelor's degree preferred
- Previous experience as Head Coach.
- Experience as a competitive swimmer at the collegiate level.

Salary and Application Requirements:

RAPP offers a competitive salary package commensurate with experience. The package includes a base salary commensurate on experience and qualifications. The potential for additional financial incentives may be available and will be negotiated when an employment contract is drafted.

Preferred start date is November 13, 2017. Applications received prior to November 1, 2017 will be given first consideration.

The RAPP Board of Directors reserves the right to conduct in-depth pre-employment screening including but not limited to criminal background check, physical, drug screening, past employment and education verification, and a social media review.

How to Apply:

Interested applicants should submit a letter of interest, coaching philosophy statement, resume and contact information for 3 professional references by mail or email:

Rappahannockraiders@gmail.com

Head Coach Search Committee
Rappahannock Raiders Swim Team
P.O. Box 463
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