**FRANKLIN GLEN SWIM TEAM COACHING POSITIONS FOR SUMMER 2023**

**The Franklin Glen Gators is a summer club swim team affiliated with the Colonial Swimming League (CSL). Residents of Franklin Glen and members of our pool between the ages of 5 and 18 are eligible to participate.  
  
The goal of our team is to provide every member an opportunity to improve swimming skills and achieve success at his or her level of ability, from the novice to the advanced swimmer, in a safe and fun environment.**

**The season starts with coaches training the week before Memorial Day, and the swimmers first day of practice is after school on the Tuesday after Memorial Day. The season generally ends the last week of July or the first weekend of August.**

**Job Description**

**Assistant Coach**

The Assistant Coach is responsible for assisting and supporting the Head Coach in the overall execution of the Franklin Glen Swim Team. The Assistant Coach is responsible for the following duties:

* Ensure the highest level of safety is maintained at all times for the swimmers.
* Assist with the supervision of the junior coaches and Gatoraides.
* Monitor numbers of swimmers in each lane to ensure the safety of the swimmers.
* Attend all meets, including Time Trials, A & B Meets, Divisionals, All Stars, Relay Carnival and others that may be added to the schedule.
* Prepare swimmers for Saturday and Wednesday meets.
* Act as Head Coach in his/her absence from practice or a meet.
* Mentor the Gatoraides and junior coaches.
* Oversee and assess all Gatoraides providing timely, accurate and constructive feedback about their performance.
* Attend all Gator social events.
* Create an environment of “Gator Spirit” at practices and meets.
* Communicate with parents as advised by the Head Coach.
* Adhere to the Head Coach’s instructions regarding coverage and responsibilities for swimmer age groups.
* Other duties reasonably requested to carry out.

**Requirements:**

The Assistant Coach must demonstrate at least one year of experience managing a large group of children (100 or more; ages 5-18) in a competitive swimming environment.

The Assistant Coach is also required to have the following certifications in place at the time of application (or at a minimum a plan to have these certifications in place before May 29, 2023):

1. CPR and First Aid from the American Red Cross
2. Life Guard Certification
3. Pool Operator
4. Water Safety Instructor (recommended)

Hiring preference may be given to coaching candidates who possess additional certifications.

All applicants must be a U.S. citizen and be at least 16 years old to apply.

**Attendance:**

Coaches must attend all practices and meets. Candidates for this position must certify in writing in their application that they are available for the entire season. Excused absences, such as sickness, family emergencies, medical appointment, or other reasons, may be granted on a case-by-case basis by the Head Coach or Swim Board President when requested.

Failure to attend meets or missing multiple practices may result in a salary reduction.

**Evaluation:**

All candidates will be evaluated on their qualifications for their position and their availability for the season. The most qualified candidates will be interviewed by a panel consisting of the Swim Board President, the Swim Board Vice President, the Team Representative and Director of Operations.

**Compensation:**

Coaches are paid a competitive wage and are compensated at three dates during the summer. All employees are eligible for a bonus at the end of the summer based on a favorable performance evaluation. The Assistant Coach will be evaluated twice during the summer in accordance with pre-established goals by the Head Coach.

**Applications:**

Applications are due by December 17, 2022 and should be sent to the Swim Board President at [president@fggators.org](mailto:president@fggators.org). Applications can be found on the Franklin Glen Gator website at [Gator Website Coaches Application Page](https://www.teamunify.com/SubTabGeneric.jsp?team=reccslfgg&_stabid_=95624).

Interviews will be scheduled following receipt of application. All decisions will be made by the end of February, although most likely decisions will be reached closer to the end of January.