



About York Artistic Swimming Club

York Artistic Swimming Club has helped develop and nourish many young athletes in the sport of Artistic Swimming in York Region for nearly 30 years. We are a non-profit, membership driven club. Our clubs main pool, the Magna Centre is located in Newmarket, Ontario, however our weekly practices are also hosted out of the Stronach Recreation Centre in Aurora and the Toronto Pan Am Sports Complex. We offer a fun, professional and inclusive environment in both recreational and competitive programs for all age groups and skill levels.

We have an opening for a full-time position for Director of Artistic Swimming Programs.

Position Summary

We are seeking a passionate leader who actively seeks out opportunities to care about others' personal development and challenges individuals to grow and outperform their best. We are looking for someone with an infectious energy that motivates and inspires our athletes to strive to be the best that they can be and never give up on themselves.

The ideal candidate preferably has previous head coach experience. An understanding of long-term athlete development and sports psychology is an asset. The Director is responsible for planning, organizing and implementing high quality programs for both our competitive and recreational groups. This role carries the responsibility of supervision, guidance and mentoring to all athletes, coaching staff and volunteers. Responsible for the safety and wellbeing of registered participants at all times and uphold the integrity of the club.

The Director of Artistic Swimming Programs is accountable to the members of the club and reports in to The Board of Directors.

Key Roles and Responsibilities:

- Planning and implementing the clubs Competitive and Recreational Programs including athlete selection criteria, team formation, coach allocation, pool and training schedules.
- Hire, train and supervise all coaching staff, oversee all aspects of seasonal planning and preparation for the coaching staff, teams and assigned routines.
- Implement a Long Term Athlete Development plan in accordance with the policies, ethics and programs of both our Provincial and National Artistic Swimming associations.
- Working with coaching staff to establish objectives and standards for teams and competitive athletes, choreograph routines, develop annual performance goals; and ensure effective communication of training schedules and competition plans to participants and their families.
- Coach and mentor on deck throughout season, overseeing and providing guidance to both coaches and athletes for modifications, personal growth and to achieve seasonal goals and objectives.
- Establish an internal coach development program for our club athletes to strive for.
- Maintain accurate records on athletes including testing results, individual goals, injury management, and attendance.
- Teach and model the program values of respect, fair play, professionalism, and good sportsmanship at all times.
- Ensure a healthy and safe environment for all participants.



- Ensure ongoing seasonal communication to parents is comprehensive and keeps them informed of all key events, activities and updates.
- Ensure that all Coaching staff maintain all required certifications.
- Adhere to York Artistic Swimming Club's Policies and Procedures ensuring that all activity is in cooperation with them as well as with any Committees and the Board of Directors of the Association

Working with the Board of Directors to:

- Make recommendations and establish program opportunities for recruitment of new athletes and retention of current club members including Aqua GO, summer and spring short-term programs and special seasonal camps.
- Provide input in establishing club policy and management decisions.
- Develop and manage approved annual budget for the Club's programs.
- Manage club dispute resolution and discipline as it relates to violations of the Athlete, Coach, and Parent Codes of Conduct and the Absenteeism Policy
- Manage relationships with partners and stakeholders including (but not limited to) Parents, Ontario Artistic Swimming and local Municipalities etc.
- Strengthen York Artistic Swimming Club culture and identify unique opportunities that help build club moral and provide the best possible experience for athletes, coaches and families

Qualifications:

- Minimum fully-certified NCCP Competition Development or Level 3; Level 4 or higher certification an asset
- Have NLS and SFA/CPR-C
- Preferably certified in Aqua-Go
- Comprehensive understanding of the CS4L LTAD principles and its application to the CAS LTAD model.
- Successful completion of the Respect in Sport Activity Leader/Coach program
- Have a current Drivers License
- Experience in planning training camps, customer service, dealing with parents, working with young children, structuring meetings, supervising coaches, evaluating athletes, working with social media, effective communication
- Proficient with Google Suite and MS Office Word, Excel and PowerPoint
- Strong administration and organizational skills
- Be member in good standing with the Ontario Artistic Swimming Association
- Other credentials aligning with the Job Description as asset

Some travel required. Police record check required.

York Artistic Swimming Club offers a competitive remuneration.

We invite all interested applicants to send a cover letter and resume by email, in confidence, to York Artistic Swimming Club inquiry@yorksynchro.com . Please quote in subject line: 2019 Director of Artistic Swimming Programs.

We thank all applicants for their interest; however only those selected for an interview will be contacted.