

## **San Francisco Tsunami Masters Swim Team**

### **Head Coach Description**

San Francisco Tsunami Masters swim team is a gay, lesbian, and straight-friendly masters-level swim club comprised of adults of all ages. The team caters to swimmers of all levels, from highly-competitive athletes to those seeking a social, fitness-oriented swimming program. Through stroke clinics and individualized attention from our coaches, each swimmer can achieve his or her personal objectives with the team. Tsunami is a member of United States Masters Swimming (USMS), Pacific Masters Swimming (PMS), and International Gay and Lesbian Aquatics (IGLA).

#### **The Position**

The Head Coach position is a part-time, independent contractor position. The time is variable depending on meet schedules, but will require, on average, 15 hours per month. The Head Coach reports to and takes direction from the team's Board of Directors. In conjunction with the Board, the Head Coach will develop and implement a vision for the team based on the needs of, and communications with, the Board of Directors, the members of the coaching staff, and the team's approximately 175 swimmers.

#### **The Responsibilities**

The Head Coach will:

1. Regularly coach workouts as a member of the team's standing coaching rotation
2. Enhance swimmer skills by:
  - Developing a comprehensive training plan for all coaches and swimmers
  - Communicating weekly with coaches and swimmers about the training plan, including overall objectives and how a specific workout or focus fits in with the training plan
  - Recognizing that members join for variety of reasons, and tailoring the training plan accordingly
  - Designing stroke and skill clinics that are differentiated for swimmers of varied ability
3. Coordinate and develop the coaching staff by:
  - Communicating training goals and objectives to all coaches
  - Scheduling and leading semi-annual coaches meetings
  - Articulating coaching duties and standards in conjunction with the Board of Directors
  - Observing coaches on deck and providing regular feedback
  - Staying current with and communicating changes in conditioning and stroke techniques
  - Devising training programs that allow coaches to develop their technical and coaching skills
  - Identifying and mentoring future coaches
  - Evaluating the other coaches annually in partnership with the Board of Directors
  - Coordinating the coaching schedule for all workouts
4. Be an active member of the Tsunami community in and out of the pool by:
  - Attending workouts, social events, fundraisers and meets, as schedule permits
  - Collaborating with the Board of Directors to determine focus meets for the year
  - Providing encouragement to swimmers to attend IGLA, Gay Games, and other focus meets
  - Coaching at and competing in IGLA, Gay Games, and other focus meets, as schedule permits, including scheduling and coaching relays

5. Cultivate professional relationships with internal and external constituencies by:

- Providing regular coaching updates to the Board of Directors, and attending board meetings, as requested
- Maintaining good rapport and communication with pool staff
- Establishing relationships with other Pacific Masters and IGLA teams

### **The Qualifications**

1. The Head Coach will have:

- Enthusiasm, an open mind, and the ability to be a leader/role model for other coaches and swimmers
- In-depth knowledge of swimming stroke techniques, starts, turns
- Strong communication skills and teaching ability
- Experience working with swimmers at various levels of ability
- The availability to work evenings and weekends

2. The Head Coach should have:

- Personal experience swimming on an age-group club, high school or college team, and/or a USMS team
- Experience supervising and directing other coaches
- Knowledge of USMS rules, events, and policies
- A commitment to swimming with Tsunami at major meets

To apply, please send a cover letter and resume to:

Jeremy Davidson  
President, San Francisco Tsunami Aquatics  
president at sftsunami dot org

**Deadline is November 1, 2015.**