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FOR HEALTHY LIVING
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Job Title: **GH20 Swim Team Coach**
Job Code: Swim Coach
FLSA Status: PT, Non-Exempt
Pay Range: $19.01-$21.24/hour
Reports to: Senior Director of Aquatics & Safety
Revision Date:06/2026

Position Summary:

The GH20 Swim Team Coach will oversee the YMCA of Grays Harbor Swim Team program. The GH20 Swim Team Coach will recruit, develop, and coach swim team members, ages 5-14, in competitive swimming/strength development techniques. Must have flexible schedule and be available for morning/evening practices and weekend swim meets. This position will build our GH20 Swim Team program and engage families, including family events, swim meets, and other team-building activities.

Essential Functions:

1. Directs and supervises program activities to meet YMCA objectives.
2. Recruits, trains, and develops swim team members. Creates practice & meet schedules and recruits' volunteers as needed. Attends swim meets as determined by Senior Director of Aquatics & Safety.
3. Leads practices with care and excitement. Encourages individual and team growth.
4. Assists in overseeing overall individual and team entries.
5. Supervises athletes at swim practice and swim meets and enforces attendance and enforces discipline for swimmers.
6. Attends pertinent meetings (team, LSC, etc).
7. Assists in providing educational information to parents, as well as building a swim family unit.
8. Assists in the marketing and distribution of program information.
9. Compiles program statistics. Monitors and evaluates the effectiveness of and participation in program. Updates record board as needed and team website.
10. Remains current in all YMCA and swim team requirements, certifications, and guidelines.
11. Communicates effectively with Senior Director of Aquatics & Safety about daily practice procedures and schedules, emergencies, and information regarding swimmers and swim team well-being.
12. Conducts self in a professional, friendly, helpful, courteous, and diplomatic manner.

YMCA Competencies (Leader):

Mission Advancement: Models and teaches the Y's values. Ensures a high level of service with a commitment to changing lives.
Collaboration: Champions inclusion activities, strategies, and initiatives. Builds relationships to create small communities. Empathetically listens and communicates for understanding when negotiating and dealing with conflict. Effectively tailors communications to the appropriate audience.
Personal Growth: Shares new insights. Facilitates change; models adaptability and an awareness of the impact of change. Utilizes non-threatening methods to address sensitive issues and inappropriate behavior or performance. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

Qualifications:

1. One to two years competitive swimming experience.
2. Meet all YMCA coach requirements.
3. Typical requirements within 30 days of hire include: Completion of Y-USA training, YMCA of Grays Harbor specific trainings, First Aid/CPR/AED.

Physical Demands:
Sufficient strength, agility, and mobility to perform essential functions of the position and to supervise program activities.
Adequate ability to hear noises and distinguish distress signals without an electronic aid.
Ability to communicate verbally, including projecting voice across distance in normal and loud situations.
Ability to work in chlorine environment.
Ability to work in high humidity.
Ability to work in temperatures over 80 degrees.
Ability to work with noise level over 50 decibels.

Signature:

I have reviewed and understand this job description.

_____ _____
Employee's Name Employee's Signature

Today's Date: _____