



POSITION TITLE: Pride Swim Team Head Coach

DEPARTMENT: Aquatics

REPORTS TO: Senior Director, Strategic Initiatives

TYPE OF EMPLOYMENT: Seasonal, Stipend

COMPANY DESCRIPTION:

The Boys & Girls Club of Greater Nashua, Inc. is a youth development organization that serves children aged six weeks to eighteen years old. Our mission is to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens. We deliver on this mission by providing a safe and fun place for children to grow, by offering engaging programs focused on academics, health, and leadership, and by connecting the youth we serve with caring mentors and role models.

PRIMARY FUNCTION OF THIS ROLE:

The Head Coach leads all aspects of the Boys & Girls Club of Greater Nashua Pride Swim Team to include providing safe, engaging, and developmentally appropriate instruction for swimmers. This individual is responsible for athlete development, team culture, practice and meet planning, coach supervision, and parent communication, in alignment with the Club's mission and values.

KEY ROLES (Essential Job Responsibilities):

As the Boys & Girls Club of Greater Nashua Pride Swim Team Head Coach, your responsibilities include:

Coaching & Athlete Development

- Develop and implement training plans for all skill levels (beginner to advanced).
- Create practice workouts tailored to developmental needs by age group.
- Foster a positive, inclusive, and disciplined team culture.
- Provide regular technique feedback and skill progression.
- Attend swim meets and provide coaching and support to swimmers.

Program Leadership

- Design team goals and maintain standards of excellence and sportsmanship.
- Evaluate and assign swimmers to appropriate training groups.
- Monitor swimmer attendance and progress.
- Ensure compliance with USA Swimming, league, or school policies.

Staff Supervision

- Recruit, train, schedule, and mentor assistant coaches.
- Set expectations for assistant coach conduct and coaching consistency.
- Conduct coaches meetings as needed.
- Maintain a safe coach-to-swimmer ratio at all practices and events.

Communication & Family Engagement

- Serve as primary liaison between Club, coaching staff, swimmers, and parents.
- Communicate clearly and consistently via app and/or email.

- Plan and lead team parent meetings and swimmer evaluations.

Safety & Compliance

- Ensure safety protocols are followed at all times.
- Maintain current certifications (CPR, Lifeguarding, SafeSport, etc.).
- Report incidents or concerns as needed to Club Safety Lead / Senior Director of Club Operations.
- Uphold and model SafeSport and Code of Conduct standards.

REQUIRED:

- Previous experience coaching youth / competitive swimming (minimum 2–3 years).
- Strong knowledge of stroke technique, training principles, and age group development.
- Excellent leadership, communication, and organizational skills.
- Certified in CPR/First Aid and Lifeguarding.
- Ability to work evenings and weekends as required.
- Experience managing assistant coaches or team operations.
- Knowledge of meet management software (e.g., TeamUnify, SwimTopia, Hy-Tek).
- Must pass a background check

**Interested applicants can send their resume to Senior Director, Strategic initiatives,
Ashley Spencer, at aspencer@bgcn.com.**