



JOB DESCRIPTION

Position Title:	Head Varsity Boys & Girls' Swim Coach	Position Type: PT
Department:	Athletics	Classification: Stipend
Reports To:	Athletic Director	

Job Summary

The Head Varsity Boys & Girls' Swim Coach is responsible for leading and developing the swim program in alignment with TMI's core values and mission. This role encompasses skill development, supervision, transportation, communication, and fostering positive relationships with athletes and their families. The coach is expected to cultivate a culture of excellence, integrity, and sportsmanship, ensuring that student-athletes embody the values of TMI both in and out of the pool.

Essential Job Duties

Program Leadership & Development

- Serve as a role model, exemplifying leadership, moral character, commitment, and sportsmanship.
- Develop and implement a comprehensive swim program plan, including offseason and preseason training, in collaboration with the Human Performance Coordinator.
- Manage the swim program's budget and resources responsibly.
- Recruit and develop mission-appropriate student-athletes who align with TMI's values of wisdom, integrity, service, excellence, and reverence (WISER).
- Foster a team culture that prioritizes character development, academic responsibility, and athletic excellence.

Academic Alignment & Student Support

- Collaborate with academic faculty and administration to ensure student-athletes maintain good academic standing.
- Monitor student-athletes' academic progress, encourage time management skills, and provide mentorship to support a balance between academics and athletics.

Player Development & Coaching

- Instruct athletes on swim rules, regulations, strategies, and techniques, ensuring proper sportsmanship and ethical conduct.
- Plan and oversee daily practices, focusing on both individual and team development.
- Prepare for and manage game-day logistics, including strategies, scouting reports, and game film analysis.
- Encourage student-athletes to set personal and team goals, reinforcing accountability and commitment to continuous improvement.

Team Management & Supervision

- Supervise athletes during practices, games, and team events until a responsible adult is present to pick them up.
- Organize and oversee team selection, player evaluations, and roster decisions.

Communication & Administration

- Establish and maintain effective relationships with student-athletes, parents, faculty, and administration.
- Communicate season schedules, weekly updates, and team expectations with families and players.
- Maintain accurate records of attendance, team performance, and player statistics.
- Report game results and team updates via the TMI Athletics app and other designated platforms.

Community Engagement & Feeder Program Involvement

- Actively engage with middle school swim programs and youth development initiatives to create a pipeline of mission-appropriate student-athletes.
- Promote TMI Athletics in the community to attract and retain student-athletes who align with the school's values.
- Participate in school-wide events, prospective student activities, and community service projects to reinforce the role of athletics in holistic student development.

Professional Development

- Attend coaching clinics, workshops, and seminars to stay updated with the latest swim strategies, techniques, and trends.

Compliance & Safety

- Ensure all coaching activities comply with TAPPS regulations and school policies.
- Adhere to school policies regarding athlete eligibility, academic standards, and behavior expectations.
- Maintain current First Aid/CPR certification and always prioritize player safety.

• Experience/Skills

- Prior head coaching experience preferred.
- Previous swim coaching experience required.
- Strong leadership, communication, and interpersonal skills.
- Knowledge of swim-specific conditioning, skills development, and game strategies.
- Ability to mentor and guide student-athletes in their academic and athletic growth.
- Experience in scouting, film breakdown, and player analysis is beneficial.
- Certified First Aid/CPR required.
- Valid Driver's License, Class B with Passenger Endorsement preferred (for driving team transportation).

• Education

- High School Graduate required.
- Bachelor's degree preferred.
- Must submit background checks and certifications as required by the school and the Diocese of West Texas.