



**An Exciting opportunity to join an exciting new venture could be waiting for you!**

The newly established Cambrian Aquatics Academy, an amalgamation of Connahs Quay Swimming Club and Nofio Clwyd Performance Centre established in late 2024, based at Connahs Swimming Pool, has an opening for an experienced Assistant Coach. The newly formed Academy Swim team is looking for an Assistant Coach to help support the programme and Head Coach in a collaborative approach, with enthusiasm, drive and development at the heart of the role.

Cambrian Aquatics Academy looks to provide an inclusive, grassroots to performance swimming pathway with 'development' and 'realisation of potential' at its core. As a group, we have seen plenty of success over the years with swimmers within our pathways developing to achieve British medal success, Welsh National squad recognition, Youth Commonwealth games selection, as well as Paralympic medal success in 2024. We believe the new pathway can continue to deliver, if not improve on what has gone before, with the right people and skills at its core.

The Assistant Coach will work closely with the Head Coach with development and teamwork, integral to the success within the role. As defined within the role description, the successful candidate will be coach qualified to level 2 or working towards, hold a suitable lifeguard qualification, have flexibility to assist and support morning sessions Monday-Saturday. The assistant coach will also have excellent communication skills and the ability to positively inspire confidence and motivate a group of swimmers, to assist the academy to achieve its main objective of ensuring members can 'fully realise their potential' on their swim journey.

If you feel you have the skills, motivation and drive to assist our academy swim pathway to be the best it can be, please send your CV and covering letter to [sue@cambrianaquatics.com](mailto:sue@cambrianaquatics.com).

Closing date for Applications is 21st April 2025.



## **Academy Assistant Coach Job Description**

### **Academy Assistant Coach**

#### **Role Description**

Cambrian Aquatics (CIC) Ltd, is dedicated to providing excellence in a diverse range of aquatic activities for the local community. Our programs encompass:

- Learn to Swim
- Academy Swim Pathway (Grassroots to Competitive Performance)
  - Inclusive Para-Swimming and classification support
  - Masters Swimming
  - Strength & Conditioning
- Water Polo
- Rookies
- 121 Intensive Swim Lessons
- Mini Polo
- Diving
- Sub Aqua
- Synchronised Swimming
- Adult Lessons
- Pool Parties
- Public Swim
- School Swim
- Disabled Swimming
- Aqua Fit
- Holiday Programs (Kayaking, Intensive Lessons, etc.)

We emphasize structured activities that foster engagement, social well-being, and health benefits.

This Self-Employed role is based at our Connah's Quay Aquatic Centre, with travel required for events like galas, regional and national camps, and meets.

The Academy Assistant Coach will develop athletes within the pathway, supporting the Academy Head Coach to ensure athlete growth and potential realization.



## Role Specific Information

- **Title:** Academy Assistant Coach – Part time engagement via an “Agreement of Services” (Self Employed).
- **Commitment:** 20 hours per week.
  - Monday – Saturday: 5:15 AM – 7:45 AM
  - Tuesday & Thursday: 4:15 PM – 6:45 PM
- **Responsibilities:**
  - Supporting the Head Coach with facility opening and pool testing.
  - Session planning and delivery for assigned squads, with Head Coach support.
  - Administrative support.
  - Program support and Head Coach cover as required.
  - Participation in annual meet planning.
  - Attending meets with Head Coach and volunteer coaches.
  - Supporting swimmer land training and flexibility/mobility.
  - Personal CPD.
  - Adhering to all Cambrian Aquatics Health and Safety policies.
- **Remuneration:** Negotiable hourly rate to be discussed at interview, commensurate with experience and qualifications. Details of payment schedules will be provided.

## Essential Skills and Experience

- Level 2 Swimming Coach qualification (Swim England, or equivalent) or working towards.
- Valid RLSS NPLQ Gen 10 /NRASTC lifeguard qualification.
- Experience coaching swimmers at regional and Welsh levels.
- Experience supporting a Head Coach.
- Willingness to participate in regional or national squad pathways.
- Experience in program/session development for regional and Welsh-level athletes.
- Commitment to ongoing CPD.
- Excellent stroke technique and physiological understanding.
- Developmental and growth mindset with strong teamwork skills.
- Experience supporting athletes at regional and national meets.
- Ability to coach early morning sessions.

## Essential Skills & Competences

- High personal standards and ability to lead by example.
- Ability to coach morning sessions from 5:15 AM, 6 days per week.
- Confidence in developing a squad of athletes.
- Excellent communication skills.



- Ability to motivate self and others.
- Goal-oriented.
- High personal standards for responsiveness.
- Strong teamwork and support skills.
- Ability to support and drive change.

### **Desirable Skills and Experience**

- Minimum 2 years of swim coaching experience.
- Defined coaching philosophy.
- Good physiological knowledge.
- Good IT skills.
- OADF awareness and understanding.
- Pool Plant operator Certification

### **Objectives and Performance Indicators**

1. Assist in program design with the Head Coach.
2. Support program growth.
3. Support athlete development and performance growth.
4. Develop personal knowledge in line with OADF.
5. Take a holistic approach to athlete and self-development.
6. Create a positive and challenging training environment.
7. Support the development of volunteer coaches.
8. Attend relevant CPD and development opportunities.
9. Perform other reasonable tasks.

### **Key Performance Indicators**

1. Growth in academy athlete participation.
2. Growth in athletes achieving regional/national times.
3. Athletes progressing toward British levels.
4. OADF-driven athlete development.

### **Reporting and Application**

- Reports to: Cambrian Aquatics Management & Academy Head Coach.
- Applications: Submit a CV and cover letter to [sue@CambrianAquatics.com](mailto:sue@CambrianAquatics.com).