



Competitive Program Director & Lead Coach

Southwest Aquatic Team (SWAT) | Milwaukee Area, Wisconsin
Full-Time | \$70,000-\$85,000, commensurate with experience

Lead One of Wisconsin's Established Competitive Swim Programs

Southwest Aquatic Team (SWAT) is seeking an experienced, energetic and people-focused leader to serve as our next **Competitive Program Director and Lead Coach**.

For more than 40 years, SWAT has helped swimmers throughout southeastern Wisconsin develop from their first experiences in competitive swimming to some of the highest levels of the sport. Today, SWAT is a thriving, multi-site USA Swimming program serving athletes across the Milwaukee area, from beginning competitive swimmers through elite-level athletes.

Coming off a highly successful season, SWAT is looking for a leader who can build on the program's strong foundation, continue its competitive momentum and help our swimmers, coaches and families achieve even greater success.

This is a unique opportunity for a coach who wants to **remain actively engaged on deck while also leading the direction of an established competitive program**. The Competitive Program Director and Lead Coach will directly coach SWAT's **Junior and Senior programs (ages 13+)** while providing leadership and oversight for the entire competitive program.

The Opportunity

As Competitive Program Director and Lead Coach, you will have the opportunity to:

- Serve as the leader of SWAT's competitive program, setting the vision for athlete development, training philosophy, team culture and continued competitive success.
- Directly coach and develop SWAT's Junior and Senior athletes, ages 13+, including swimmers pursuing success at the state, sectional, national and other high levels of the sport.
- Develop a cohesive training structure and athlete progression throughout the program, working collaboratively with lead coaches to ensure consistency from our youngest swimmers through our Senior program.
- Recruit, mentor, manage and develop SWAT's coaching staff while promoting high standards of coaching and athlete development across groups and training sites.
- Foster a positive team culture built around hard work, sportsmanship, friendships, personal development and a shared enthusiasm for swimming.
- Maintain and grow participation at Wisconsin State Championships, Speedo Sectionals, NCSA Championships and other high-level competitions.
- Build strong relationships and communicate effectively with athletes, families, coaches, staff, volunteers, area high schools, pool partners, Wisconsin Swimming and other stakeholders.
- Recruit, retain and grow SWAT membership while supporting a strong pathway from learn-to-swim programming into competitive swimming.
- Oversee competitive-program operations including staffing, practice and meet schedules, facilities, team travel, meet entries and SWAT-hosted meets.
- Work collaboratively with SWAT's Operations and Business Managers, Treasurer and Board of Directors to responsibly manage program operations and financial goals.

Who We're Looking For

Our ideal candidate is more than an accomplished swim coach. We are looking for a **leader, mentor, communicator and relationship builder** who is passionate about coaching teenage and Senior-level athletes while also embracing the opportunity to lead a competitive program.

The successful candidate will understand that a great swim club develops great athletes while providing an outstanding experience for swimmers and families at every level.

Preferred qualifications include:

- Five or more years of successful Senior-level coaching experience in club, high school or YMCA swimming. Candidates with less experience and a strong record of leadership and athlete development will also be considered.
- Current USA Swimming membership and required certifications.
- Demonstrated success developing both elite and developmental swimmers.
- Strong knowledge of stroke mechanics, athlete development, training progression, dryland, strength and conditioning, and tapering.
- Experience leading, mentoring and developing assistant and group coaches.
- Excellent communication, organizational, leadership and motivational skills with a track record of fostering team unity among athletes, families and staff.
- Experience with Captyn, Hy-Tek and Meet Manager preferred.
- Bachelor's degree in a related field is a plus.
- Valid driver's license, reliable transportation and ability to travel periodically to away meets.

The successful candidate must satisfy all applicable SWAT and USA Swimming certifications, background checks, and screening requirements.

Compensation & Benefits

Salary is **\$70,000-\$85,000**, commensurate with experience.

SWAT does not currently offer traditional health or retirement benefits; however, reimbursement toward independently obtained health insurance may be negotiable.

A club-issued laptop will be provided, and approved team-related travel and expenses will be reimbursed. If the Program Director and Lead Coach has children participating in SWAT, training fees may be reduced or waived at the discretion of the Board of Directors.

Join SWAT

SWAT believes competitive success and a positive team experience go hand in hand. We strive to create an environment where athletes are challenged to pursue ambitious goals while developing confidence, friendships, teamwork, sportsmanship and a lifelong appreciation for swimming.

If you are passionate about **coaching and developing 13+ athletes, mentoring fellow coaches and leading a successful competitive swim program**, we'd love to hear from you. Please send your **resume and letter of interest** to careers@swimswat.org.

Learn more about Southwest Aquatic Team at swimswat.org.