



Lead Coach Job Description

Columbus Aquatic Club

About Columbus Aquatic Club

The Columbus Aquatic Club (Hurricanes) is a growing parent-owned USA Swimming club dedicated to developing swimmers and building champions both in and out of the water. The club provides a safe, positive, and challenging environment where athletes develop the skills, discipline, confidence, and character needed for success in swimming and in life.

Serving the greater Columbus community, the Hurricanes offer a variety of aquatic programs, including competitive age-group and senior swimming, the Tiger Sharks summer swim team, Learn-to-Swim programming, and Masters swimming. As a growing organization, the club continues to expand opportunities for athletes and families while strengthening its culture of excellence, professionalism, and community engagement.

This position offers an exciting opportunity for an aspiring career coach to play a significant role in athlete development, program growth, and the continued success of one of the area's premier aquatic organizations.

Position Summary

The Lead Coach is responsible for the development, progression, and performance of athletes within assigned training groups while supporting the overall mission, culture, and success of the swim program. The Lead Coach works closely with the Head Coach, athletes, parents, fellow staff members and Board of Directors to provide a positive and professional training environment that promotes athletic growth, personal development, and team success.

Essential Responsibilities

- Oversee and guide the progression and promotion process of athletes within assigned practice groups.
- Coach assigned training groups daily and provide temporary coverage for other groups as needed to maintain continuity of training.
- Actively provide technical instruction, feedback, and motivation to support athlete development.
- Communicate regularly with parents regarding athlete progress and be available to answer questions and address concerns.

- Communicate with the Head Coach regarding issues or concerns requiring additional support or resolution.
- Maintain all coaching certifications and educational requirements established by USA Swimming.
- Attend all home meets and travel meets as assigned based on athlete participation and team needs.
- Work collaboratively with the Head Coach and coaching staff while taking direction as needed.
- Attend team functions and activities outside of regular practice hours.
- Complete administrative duties including practice planning, staff meetings, meet entries, attendance tracking, and timekeeping records.
- Support the summer Tigershark Program by coaching assigned swimmers.
- Assist in the planning and execution of team-hosted meets, including logistics, administration, and on-deck coaching.
- Carry out the vision, mission, and goals of the program under the direction of the Head Coach.
- Adhere to all team policies, procedures, and handbook guidelines.
- Maintain professionalism in all interactions with athletes, parents, pool staff, officials, volunteers, and fellow coaches.
- Complete additional projects and responsibilities as assigned by the Head Coach to support team operations and culture.

Qualifications

- Combination of competitive swimming experience and prior coaching experience.
- Demonstrated desire to pursue coaching as a long-term profession.
- Strong communication, organizational, and leadership skills.
- Ability and willingness to work with swimmers of all ages and ability levels.
- Flexibility to embrace a variety of coaching, administrative, and team-support roles.
- Ability to obtain and maintain all required USA Swimming certifications.
- Must have the legal right to work in the United States. Visa sponsorship will not be provided.

Schedule

- Full-time salaried position.
- Schedule varies based on practice group assignments, meet schedules, and team needs.
- Practice responsibilities generally range from 18–24 hours per week during the school year and 24–28 hours per week during the summer season.
- Additional administrative, planning, communication, and meet-related duties are required outside of scheduled practice hours.
- Evening and weekend availability required.

Compensation

- Salary: \$36,000–\$38,000 annually, commensurate with experience.

Paid Time Off

- Paid time off is coordinated cooperatively with the Head Coach and coaching staff.
- Time off is generally scheduled around holidays, school breaks, and seasonal training schedules to ensure appropriate coaching coverage and continuity for athletes.

Reporting Relationship

- Reports directly to the Head Coach.

Benefits

- Monthly technology stipend.
- Annual health insurance stipend.
- Free annual club membership and monthly dues for up to two family members. Additional discounts available for other immediate family members. Free meet entry fees at home meets for all immediate family members.
- Reimbursement for annual USA Swimming Membership, required training and certifications.

Application Process

Interested candidates are invited to submit a current résumé and a list of three professional references to Board of Directors President Jennifer Ladson at jennifer_ladson@swimhurricanes.com. Applications will be reviewed as they are received, and the position will remain open until filled. Hiring is ongoing, and early submission is encouraged.