

Job Summary

- **Job Title:** Loughborough Town Swimming Club Head Coach
- **Salary:** £15,000 per annum
- **Workload:** Leading the technical swimming programme of the club – we have 18 weekly sessions (7 Senior, 7 Junior/County Development & Academy, 4 Masters) and a team of coaches.
- **Reports To:** Club Chairperson / Management Committee

Core Coaching & Leadership Responsibilities

1. Programme Delivery & Strategic Planning

- Formulate and map the year-round training cycles (macro, meso, and microcycles) for all **18 weekly sessions**.
- Lead and coach key performance sessions on poolside, while strategically planning and delegating remaining sessions to assistant and volunteer coaches. This will include leading a number of sessions through the week ranging from junior, senior to masters – whilst being supported by assistant coach[es] and the wider coaching team.
- Design and implement the transition syllabus for the **Academy**, ensuring young swimmers possess the stroke mechanics and stamina required for club-level training.
- Oversee squad criteria and movements to maintain a fluid pathway from Learn to Swim up to the Senior squad.

2. Session Delivery

- Direct and lead key poolside sessions, driving standards of physical pre-pool preparation, execution of all 4 stroke mechanics, pacing, and racing starts and turns.
- Provide technical direction and oversee the transition from Learn to Swim into the our club Academy, developing a technical programme targeting drills and skills to build competitive stamina for swimmers moving into junior squads.
- Actively manage and mentor assistant and volunteer coaches to ensure consistent, motivating and high-energy delivery across all 18 weekly pool and land sessions.

3. Competition Planning

- Design the annual club competition strategy, targeting appropriate open meets, county championships, regional and national qualifiers.
- Set transparent gala entry criteria and manage the team selection process in partnership with key Committee members.
- Strategically log, track, and analyse key performance swimmer race data to tailor upcoming training cycles for peak performance. This can be facilitated by using engaged parents, young volunteers, and some of the coaching team.

4. Competition Leadership

- Serve as the lead poolside presence at target galas, providing critical tactical feedback, motivation, and race management.
- Manage the poolside coaching team at competitions to maintain an organized, disciplined, and supportive team environment.
- Act as the chief representative for the club at events, managing relationships with officials, promoters, and facility staff.

5. Technical Leadership & Mentorship

- Act as the technical architect for the club, ensuring assistant and volunteer coaches across the 18 sessions teach uniform stroke mechanics, turns, and starts and ensure there is a common thread to session delivery
- Mentor, manage, and schedule assistant and volunteer coaches and teachers, helping them run the sessions.

Training & Annual Planning

1. Macro-Cycle & Annual Periodisation

- **Annual Planning:** Design, execute, and evaluate a comprehensive 12-month training calendar mapped around the [Swim England](#) competitive year, targeting peak performance for County, Regional, and National Championships.
- **Squad-Specific Cycles:** Develop distinct micro, meso, and macro-cycles tailored to each squad's maturity, splitting focus between high-performance periodisation for Seniors, skill-based progression for County Development, and technical bridging for the Academy.

2. Weekly Training Architecture

- **Annual Plan Management and communication to club community:** Structurally map out all 18 weekly sessions, ensuring clear physiological and technical objectives are set for every pool and land-based training block.
- **Progression Pathways:** Define and publish objective, transparent squad transition criteria, ensuring a seamless, structured pathway for athletes moving from Learn to Swim through to the Senior squad. This includes communication links with City of Leicester Performance Pathway. Engage positively with parents and families, representing the club with professionalism as an ambassador for our values and culture.

3. Additional coaching practice standards

- Uphold club policies, including code of conduct, Swim England Wavepower and safeguarding standards, while fostering a safe, inclusive and welcoming environment for all members.
- Minimum Swim England Swimming Coach Certificate/ASA Level 2 Coaching Award with relevant coaching experience
- Hold a current safeguarding qualification and a satisfactory DBS check, and maintain all required certifications in accordance with Swim England and club requirements.

About Loughborough Town Swim Club

Loughborough Town Swimming Club is a SwimMark accredited competitive swimming club that has been an important part of the local sporting community for many years. The club has seen significant membership growth in recent years and now has in excess of 200 swimmers from Juniors through to Masters, with swimmers competing at County, Regional and National

Championships as well as being an active club in local leagues and open meets. We manage and deliver a constant stream of new swimmers looking to join the club from other clubs as well as joining us as newcomers to the sport. Our home pool is Loughborough Leisure Centre but the club uses numerous other local pools to support its training across both its junior, senior and masters sections.

The club prides itself on its welcoming, friendly and community culture which balances performance and participation for a diverse range of swimmers across the club. We are seeking to continue our growth in alignment with our culture with a new Head Coach who will thrive in a forward-thinking and progressive club – taking us to the next stage of our journey.

How to Apply

Please send a CV (no more than 2 sides of A4) and a covering letter (no more than 500 words) detailing how you meet the person specification, your motivation for the role as well as two references. For further details or if you wish to apply, please email:

chair@LTSC.org.uk

Closing Date

Wednesday 2nd September 2026