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*590 Rathburn Rd., Etobicoke, Ontario, Canada. M9C 3T3 • Phone: (416) 622-0154*

The Etobicoke Swim Club (ESWIM) invites applications for the permanent, full-time position of **Director of Swimming and Head Coach**.

ESWIM is the premier development program for Age Group swimmers in Canada, as evinced by our multiple Provincial and National championship titles over a period of decades. The Etobicoke Swim Club's development program has trained multiple swimmers to compete at Olympic and Junior Olympic Games, FINA World Championships, Commonwealth Games, Pan Pacific Championships, World SC Championships, Junior World Championships and Junior Pan Pacific Championships. Notable accomplishments include:

- 2 Long Course World Record holders
- 4 current World Junior Records
- 34 Olympians
- 7 Senior National Records
- National Age Group Records, more than any other club in the country

Our next **Director of Swimming and Head Coach** will uphold this tradition of excellence and propel our program forward such that every ESWIM student-athlete is positioned to achieve their goals.

Specifically, we are seeking a strategic, progressive leader who will empower our athletes to achieve their swimming aspirations within a safe and inclusive environment. The successful candidate will continue our tradition of developing internationally competitive athletes while also inspiring and mentoring a coaching staff with representation across equity deserving groups. The **Director of Swimming and Head Coach** will act as a club ambassador in the community and – in partnership with our Club's General Manager – foster a truly exceptional member experience.

The successful candidate will bring strong leadership skills with a demonstrated capacity to drive people and groups towards a purpose-driven mission. We are seeking a leader who listens, is collaborative and self-aware. They must hold a Canadian NCCP Level 3 accreditation (or equivalent), NLS and First Aid certifications, and provide a current vulnerable sector screening. The hiring panel is also looking for the following skills and attributes:



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- Proven success developing, training and mentoring elite, international-level swimmers.
- Experience recruiting, developing, and retaining a large and diverse high-performance coaching team.
- Success leading initiatives to recruit and retain Club members.
- Exposure or experience in developing para-athletes.
- An earned reputation for promoting team spirit, inclusion, and fair play -- on and off the deck.
- Experience drafting, executing, and monitoring against a strategic plan.

The Etobicoke Swim Club aims to provide every swimmer with the opportunity to achieve their athletic potential. We are also committed to cultivating good students and citizens out of the pool.

A competitive salary will be negotiated based on qualifications and experience. Please submit applications consisting of a cover letter, resumé with references, and statement of coaching philosophy to ESWIM via email at [eswimoffice@gmail.com](mailto:eswimoffice@gmail.com). All submissions will be kept in the strictest confidence. Please note that we will only respond to those applications selected for further consideration.