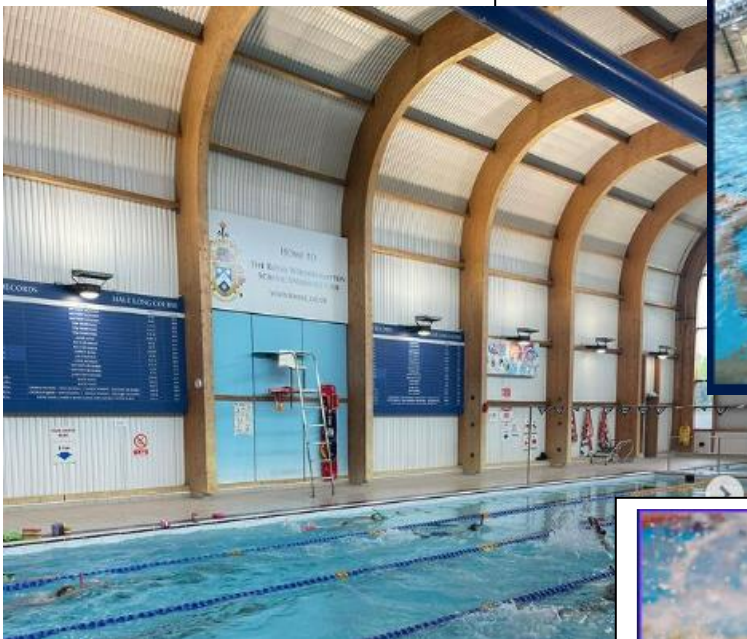


**Head Performance Coach Vacancy
Start September 2024**





Dear Candidate,

The Royal Wolverhampton School Swimming Club (RWSSC) has a fantastic opportunity for an experienced Head Performance Coach. We are looking for a strong, motivated leader able to develop and inspire swimming and training to help you decide on whether this is the programme for you it is important to understand where we have come from and where we are going.

We have trained successful athletes with the support of our highly experienced coaches. The current Head Coach has moved on to an exciting role in swimming having led team elements of the programme for the past 8 years and the Elite Programme during the past year.

This is an exciting opportunity for an ambitious and well experienced coach to lead the programme and further develop the group of swimmers and seek highly motivated to the squads to ensure continued progress and success of the RWS Elite programme.

The school is built upon a combination of things, its unique heritage, record of academic excellence, outstanding educational environment, and the full support and endorsement of our Patron, the HRH Duke of Edinburgh.

The club is increasingly recognised as being one of the top-level performance swimming clubs in the country despite training in a 25-metre pool. This reflects the quality of the coaches, their programmes, the commitment of our swimmers as they progress through to the Elite Squad. The environment created by being closely associated with the school is critical. Many swimmers board at the school but it also attracts aspiring swimmers from other schools.

The strong relationship between the School and Swimming Club allows our values and ethos to permeate throughout, including the aspirational culture supported by a positive strong safeguarding relationship between our Safeguarding Designated Lead and Swim England.

We are committed to supporting aspiring swimmers from all backgrounds, recognising they embed into The Royal's rich and diverse experience and develop into superb role models for the whole school community.

We welcome your application to be part of our community and would love you to visit and see the club and school in action or call us to talk things through.

Mr Mark Heywood
Principal

THE ROYAL WOLVERHAMPTON SCHOOL SWIMMING CLUB

We are an Age Group and Youth performance swimming club based in Wolverhampton in the West Midlands.

We have a successful track record of developing swimmers to junior and senior international teams.

Successful swimmers developed in our programme have:

- Won Olympic and Paralympic Gold medals.
- Have qualified for the Paris Olympics/Paralympics.
- Qualified for European Junior and European Youth Olympic Festival teams, winning medals.
- Qualified for World, European and Commonwealth Games teams.
- Been selected for National Centres
- Been accepted into outstanding universities in the UK and around the world.
- Been offered top scholarships to US universities.

Our swimmers mainly come from the Midlands area but our partnership with the Royal School means swimmers from across the United Kingdom and around the world also join our programme as boarding students.

Please visit [RWSSC](#) for further information.

MISSION

To develop the young people in our squads so they are happy, confident, and driven young leaders ready for the next stage of their lives and swimming careers.

VALUES

Our team values:

Honesty, Integrity, Humility, Professionalism, Discipline, Commitment, Fun, Passion
Respect

VISION

We aim to be the most successful club in the Midlands region and one of the top clubs in Great Britain.

We strive to serve as the model amongst age group and youth programmes for swimming performance and academic success.

We aim to ensure championship performance whilst balancing education and preparing students for the next stage in their swimming and academic career.

	Job description – Head Coach
Salary	£Competitive
Working Hours	37.5 hours/52 weeks
Purpose	<p>The Head Coach is responsible for the operation of the swimming teams including recruiting, budgeting, communicating with parents, and coaching swimmers to achieve their personal best.</p> <p>To provide coaching for swimmers on the RWS Elite Swimming Squad and direction to all other RWS Squads (National Development Squad and Academy), enabling the progression of swimmers from development to elite performance level.</p>
Accountable to	RWSSC Chair/Principal
Key Tasks	<p>A: Develop and support the RWS Swimming Squad programme.</p> <p>B: Coach and support developing swimmers along the talent pathway to podium success.</p> <p>C: Contribute to the ongoing development of the Squad as an active member of the team.</p>
Main core duties:	
Main Responsibilities	<p>Strategy development Work with the school Principal, the Chair and the coaching team to develop strategies and deliver programmes to ensure RWSSC meets its stated vision.</p> <p>Planning Plan and deliver swimming sessions for RWS Elite Squad swimmers including basic land sessions.</p> <p>Plan and deliver a swimming programme on an annual basis in conjunction with National Development Squad and Academy, and Coaches, and ensure it promotes progressive skill and competitive development and enjoyment.</p> <p>Plan and support delivery of review meetings with individual swimmers, parents, and relevant coaches for goal setting to meet the individual swimmer's goals.</p> <p>Attend relevant national and regional competitions/training sessions relevant to the sport and squad to support the swimmers and represent the squad.</p> <p>Be responsible for maintaining and providing to the competition secretary (ahead of each meeting) each swimmer's entry times (converted for the pool length (25m or 50m) for events that do not rely on times automatically held in the competition.</p>

Attend induction and/or de-brief meetings and training sessions for CPD as required.

Review developmental needs and resources and communicate information to encourage young people to adopt healthy lifestyles.

Co-ordination and implementation of RWSSC Swim Mark.

Organisation and implementation of all RWSSC 'offshore' competitions and training camps.

Design, organisation and implementation and review of all RWSSC Development Camps.

Management and planning of all support services for the RWSSC programmes.

Support the Club Committee in the recruitment, management, development, and retention of all coaching resources as required.

Talent Identification

Liaise with the School leadership, RWSSC management Committee and the Learn to Swim programme to regularly review and develop the talent identification system for swimmers at RWSSC.

Identify promising swimmers and, together with school management if appropriate, seek to attract them to the club.

People and Resource Management

Provide leadership across the club, including, awareness of the latest developments within the sport.

Ensure all poolside sessions are adequately staffed and run.

Agree a personal development programme with the Principal and Club Chair tailored to your individual needs and aspirations. Previous Head Coaches and other club coaches have taken up Swim England development opportunities and it is expected that this will continue to the benefit of you and your team.

Working with the School to implement a coach development programme (including yours and their personal development plans and training needs analysis) and liaise with the coaches to identify and fulfil training needs.

Ensure all necessary administrative tasks (registers, accident forms, personal profiles, race models, etc.,) are completed as required.

Ensure compliance with RWSSC Swim England and the school's policies and procedures.

Ensure high standards of customer care and coaching are always demonstrated and a quality service is provided.

Monitoring and Evaluation

Assist in recording the tracking of young people through the RWS swimming pathway.

Collate monitoring of numbers of participants, and exit routes, at least bi-annually.

Liaise with the school Principal, club Chair and coaches at least bi-annually, to monitor and evaluate the programme.

Assist in the monitoring and evaluation of activities and produce short reports as appropriate for the RWSSC Management Committee, quarterly, or as required.

Assist in producing an annual programme with clearly defined performance indicators and goals.

Attendance at the Regional Coaches forum, quarterly, or as required.

Safeguarding

As the person ultimately responsible for safeguarding in the club, always work closely with the school's DSL (Designated Safeguarding Lead) and club welfare officers to ensure that appropriate safeguarding actions and resources are in place and operating in line with the club's and school's policies and that of Swim England.

Ensure appropriate safeguarding records are maintained and acted upon.

Communication

Assist with communication and promotion of RWSSC.

Hold regular coaches' meetings to communicate with swimmers and parents in the setting out of objectives, competition opportunities, squad moves, team selection, nutrition, and complementary training.

Represent the club at meetings as required and foster good relations with our governing bodies, officials, and other clubs.

Reporting

Attend, and provide written reports to, RWS Enterprises board meetings as needed.

Prepare & present the Head Coach's report to the club AGM, and RSW School Governors/Trustees as required.

General Duties

To adhere to the policies and procedures of the Royal Wolverhampton School Swimming Club, The Royal School, and Swim England.

Make a positive contribution to the wider life and ethos of the school.

Demonstrate consistently the positive attitudes, values and behaviour which are expected within the school community based on mutual respect between students and staff.

Take reasonable care of one's own health and safety and that of others and inform the Estates Manager of any concerns regarding health and safety.

Undertake such duties as may from time to time be reasonably assigned by the Principal.

Ethos

Promoting the ethos of the School and Swimming Club, as expressed in the mission and vision statements, is a shared responsibility to which teaching staff make a significant contribution.

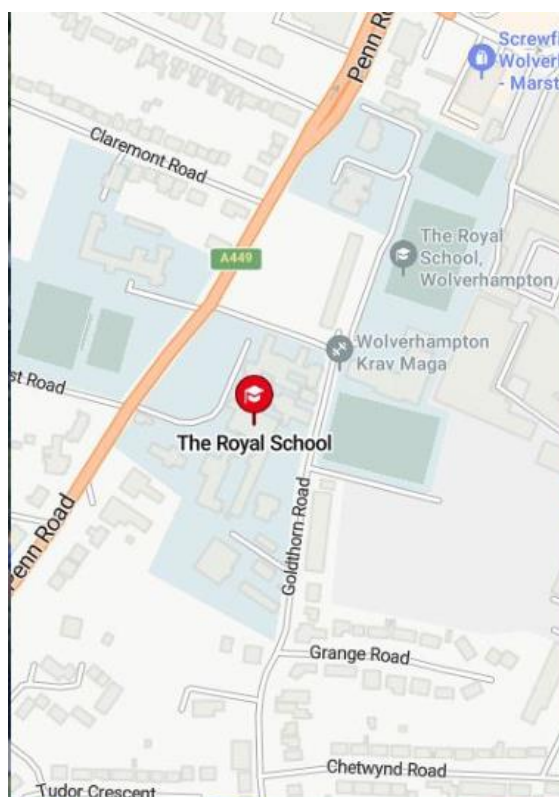
RWSSC and The Royal School reserve the right to amend or extend the list of duties as may be appropriate. This document does not constitute a complete and exclusive list of required duties.

The school is committed to safeguarding and promoting the welfare of children and all Applicants must be willing to undergo child protection screening including enhanced clearance with Disclosure and Barring Service and checks with past employers.

Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE
Education/ Training	Level 3 Coaching Swimming qualification/Level 2 and Evidence of working towards level 3. NRASTC Lifeguard Certificate Safeguarding Qualification A full driving licence (ability to drive a minibus)	First aid training
Experience	Proven track record of developing swimmers to county, regional and national level Evidence of developing swimmers with clear vision, nurturing, motivation and support strategies In-depth knowledge of elite coaching The ability to communicate effectively.	
Skills/ Attributes	A high level of technical knowledge and experience of leading and motivating all swimming squads effectively. Ability to develop swimmers' technique, motivation and encourage competitive swimming. Ability to support, motivate, inspire, and monitor a team of coaches and provide regular feedback. Ability to manage budgets working with the school Financial Director. The ability to represent the club and school and demonstrate ability to attract new swimmers to the squads.	Creativity Enthusiasm Patience Commitment Ambition Teamwork
Personal Qualities	Motivation to work with children and young people. Ability to form and maintain appropriate relationships and personal boundaries with children and young people. Emotional resilience in working with challenging behaviours. Positive attitude to use of authority and maintaining discipline. A professional approach to work, working relationships, conduct and dress.	

How to find The Royal School



By Car: Postcode WV3 0EG

By Rail: Wolverhampton Train Station is located at WV1 1LE.

The Local Area

The Royal primarily serves the local Wolverhampton area, as well as Shropshire, Staffordshire, and the greater West Midlands. We also maintain our long-established boarding culture and have 80 boarding places taken up by students from far and wide. Wolverhampton is a vibrant city in the West Midlands, where you can enjoy a rich cultural and historical heritage.

Ideal for family days out to support learning visits can be made to
Wolverhampton Art Gallery,
Bantock House Museum
Wightwick Manor.

The Halls, The Grand Theatre and Arena Theatre offer shows and entertainment.

Close to Baggeridge Country Park, West Park, The Wrekin, countryside is close to relax and enjoy walks.

Close transport links to Birmingham and Telford for more culture, shopping and a diverse selection of cuisine and entertainment.

Application Process



Safeguarding The Royal School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment.

All appointments are subject to: The obtaining of an enhanced DBS clearance; Confirmation of your eligibility to work in the UK; View of original degree and teaching certificates; Online check in line with KCSIE and receipt of two satisfactory references.

Closing date Friday, 28th June (Midday)

Interview date: Tuesday, 9th July.

Tours available from David Painter dpa@theroyal.school

Please return application forms to lcallaway@theroyal.school