



DERBY EXCEL SWIMMING CLUB

Director of Swimming

About the Role

Derby Excel is seeking an **experienced, enthusiastic, and inclusive leader** to take on the role of **Director of Swimming**. This is a unique opportunity to shape the future of one of the UK's most respected performance and community swimming programmes.

We are looking for a dynamic individual who can combine **first class coaching expertise** with strong **leadership and organisation skills**, inspiring swimmers, coaches, and the wider club community. The Director of Swimming will lead by example, embodying our values of **Commitment, Courage and Care**, while ensuring our club is a place where **every swimmer feels included, valued, and able to thrive**.

Key Responsibilities

Leadership & Strategy

- Provide overall **strategic leadership and management** of Derby Excel, reporting directly to the Board of Trustees (Chair as Responsible Officer).
- Act as an **ambassador for Derby Excel**, upholding the highest standards of behaviour and representing our values in all settings.
- Develop and deliver a strategy that elevates the club's profile at **regional and national levels**, while ensuring **Diversity, Equity and Inclusion (DE&I)** are embedded in all aspects of our work.
- Identify and explore sustainable **revenue streams** to support the club's growth and reinvest in member experience.
- Communicate with clarity and transparency, building trust with swimmers, parents, coaches, partners, and the wider community.
- Ensure safeguarding of all children and members, creating a safe, inclusive, and positive environment for everyone.

Coaching & Performance

- Lead the **Elite Squad programme**, supporting swimmers to achieve **national and international success**.
- Oversee and inspire the **coaching team**, ensuring a seamless pathway from grassroots through to performance squads.
- Foster a positive, inclusive team culture built on **mutual respect, ambition, and collaboration**.
- Work with partners in **strength and conditioning, psychology, nutrition, and lifestyle support** to provide a holistic programme.
- Identify talented swimmers within Derby Excel and partner clubs, ensuring fair and transparent progression into performance squads.
- Plan and deliver **training camps** and other opportunities to enrich swimmer development.
- Track and deliver **measurable progress** for individuals and across the programme.





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Partnerships & Community

- Strengthen partnerships with **local clubs, Derby City Council, Moorways Sports Village, and Derby University**, maximising opportunities for swimmer development.
- Actively engage with regional and national governing bodies, ensuring Derby Excel is seen as a **leader and contributor** within the wider sport.
- Promote the club's achievements through digital platforms, inspiring the community and attracting future members.

Administration & Accountability

- Lead on the **competition calendar, entries, and logistics**, ensuring effective planning and smooth delivery.
- Collaborate with the club treasurer to ensure strong financial sustainability and identify opportunities for growth.
- Provide regular updates and reporting to the Operations Committee and Board of Trustees.
- Oversee the **professional development of all coaching and teaching staff**, including:
 - Coaching meetings and mentoring.
 - Personal development plans and performance appraisals.
 - Recruitment and succession planning with a focus on **inclusive hiring practices**.
- Attend committee and trustee meetings, contributing to planning and decision-making.
- Oversee and promote **Derby Excel-hosted open meets**.

Person Specification

Qualifications

Essential:

- Minimum UKCC Level 3 Coaching Qualification (or international equivalent).
- Completion of Swim England / GB Aquatics coach development programmes (e.g., Coach 2025).

Desirable:

- Degree in a sport-related subject.
- Mentoring qualification.
- Strength & Conditioning qualification (or willingness to obtain).





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Experience

Essential:

- Proven track record of coaching swimmers to junior and/or senior international level.
- Experience of designing and leading **Long-Term Athlete Development (LTAD)** plans.
- Experience of working with multi-disciplinary teams (S&C, psychology, nutrition).
- Ability to lead and inspire teams, swimmers, and partners.

Desirable:

- Business management experience (budgets, HR, operations).
- Coaching experience at international championships/major games.
- Knowledge of digital media platforms to promote club success.

Leadership Skills

- An **inclusive leader**, committed to **diversity, equity, and inclusion** in recruitment, coaching, and talent development.
- Proven ability to manage and motivate coaching teams.
- Strong influencer, communicator, and change leader.
- Able to present confidently to a variety of audiences.
- Integrity, growth mindset, and ability to model positive behaviours.

Coaching Skills & Knowledge

- Deep knowledge of **performance coaching best practice**.
- Flexible, evidence-based approach tailored to individual needs.
- Ability to coach across all strokes and events.
- Commitment to fostering a **positive, respectful, and inclusive environment** for coaches and swimmers alike.

Behaviours

- Acts as a **role model and figurehead** for the programme.
- Embraces and promotes the club's values: **Commitment, Courage, Care**.
- Creates ambitious, inspiring, and achievable goals.
- Growth mindset: sees challenges as opportunities.
- Highly self-aware, resilient, and composed under pressure.
- Displays **humility in both success and adversity**.





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Why Join Us?

This is more than a coaching role — it's an opportunity to **lead a performance pathway that changes lives**. At Derby Excel, we are proud of our inclusive, community-driven culture where **every swimmer, regardless of background, is given the chance to succeed**.

If you are ready to bring your passion, expertise, and leadership to inspire the next generation of swimmers while shaping the future of our club, we would love to hear from you.



Svim**Mark**

Aquatics GB



Swim England
East Midlands

