



Hertford SC - Head Coach

Role Summary

Hertford Swimming Club is seeking to appoint an enthusiastic, motivated, and experienced Head Coach to lead our coaching team and help shape the future of our club.

This is an exciting opportunity to take on a pivotal leadership role within a historic, community-focused competitive swim club in Hertfordshire. You will be responsible for designing and delivering our coaching program, developing swimmers from our academy levels through to county, regional, and national competitions, and mentoring our assistant coaching staff.

If you are a passionate leader who wants to inspire the next generation of athletes and foster a positive, high-performing club culture, we would love to hear from you.

Key Responsibilities

Coaching Delivery

- Design and deliver high-quality coaching sessions for all squads in accordance with the club's coaching philosophy and competition programme.
- Prepare and evaluate training sessions appropriate to the age, ability and development stage of swimmers.
- Promote excellent technical, tactical, physical and personal development.
- Foster a positive, disciplined and enjoyable training environment.

Swimmer Development

- Monitor the progress, attendance and engagement of swimmers within allocated squads.
- Liaise with club coaches regarding swimmer progress and movement between squads.
- Provide constructive feedback and support swimmers in achieving agreed performance objectives.
- Encourage long-term athlete development through age-appropriate coaching.

Programme Delivery

- Support the delivery of club initiatives, development projects and swimmer progression pathways.
- Lead on ideas for the continuous improvement of the coaching programme.

Competitions

- Design an annual calendar of appropriate competitions for swimmers and attend these competitions as Head Coach.
- Prepare swimmers for competition and provide technical feedback before and after races.
- Lead on swimmer selection, relay management and support team management and competition administration, alongside the Club volunteers.

Volunteer Coaches and Teachers

- Always act as a positive role model to both swimmers and volunteer coaches.
- Share good coaching practice and provide mentoring to volunteer coaches where needed.

Communication and Governance

- Maintain professional communication with swimmers, parents and club volunteers.
- Comply with Swim England WavePower, safeguarding requirements, club policies and Codes of Conduct.
- Promote a safe, inclusive and supportive environment for all swimmers.
- Ensure safe working practices and report safeguarding, welfare or health and safety concerns promptly.

Application Requirements

Swim England Swimming Coach qualification (Level 3 preferred), with a sound understanding of British Swimming's long-term athlete development framework, including the principles of Optimal Athlete Development Framework (OADF), evidence-based training methodologies and progressive overload.

- Experience coaching competitive swimmers.
- Excellent communication and interpersonal skills.
- A collaborative mindset.
- Ability to motivate swimmers of varying ages and abilities.
- Strong organisational and time management skills.
- Commitment to safeguarding, equality, diversity and inclusion.
- Commitment to continuing professional development.

Beneficial Attributes

- Experience coaching swimmers at County, Regional or National level.
- Experience supporting coach development.
- Land training or strength and conditioning knowledge.
- Experience of Swim England competition pathways and club management systems.

Further experience

- Personal experience as a competitive swimmer.
- Able to provide an understanding of the physical, technical and psychological demands of being a competitive swimmer.

Club Expectations of the Head Coach

The Head Coach will report into the Club Committee.

The Head Coach is a primary ambassador for the club and as such is expected to demonstrate professionalism, integrity and collaboration in all aspects of the role. Performance will be assessed through the quality of coaching delivery, swimmer development, communication, safeguarding compliance, contribution to the coaching team, administrative effectiveness and commitment to the values and objectives of

How to Apply

If you would like to have an informal, confidential discussion before applying, or if you have any questions regarding the position, please contact the Club Chair via the email below.

Applications should include an up-to-date CV and a covering letter outlining your coaching philosophy, experience, and your suitability for the Head Coach role.

Applications should be sent by email to;

chair@herfordsc.co.uk

Please include **“Head Coach Application”** in the subject line of your email.

Application Closing : 30-September-2026

Position : Open from 1-October-2026

Interviews : On acceptance of application and face-to-face.

Engagement : Self-Employed

Salary : To be discussed.

Payment : Monthly via invoice.