



Swim BC Job Posting

Position: Director, Coaching and Performance Development

Application Deadline: June 15, 2025

Expected Start Date: Negotiable / TBD

Location: Negotiable / TBD

About Swim BC

[Swim BC](#) is the provincial governing body for competitive swimming in British Columbia. We are responsible for the conduct of all competition; development of athletes, coaches, official's; administering club services; membership registration; sport governance and sport system management. Our programs support a membership of over 15,000 swimmers, coaches, officials, and administrators in over 70 clubs throughout the province.

Vision: A thriving swimming community inspired to achieve our individual and collective best.

Mission: Supporting competitive swimming through leadership, connection, and good governance.

Values: Community / Integrity / Innovation / Stewardship

The Swim BC office is located on the unceded territories of the lək̓ʷəŋən speaking people known today as the Songhees, the SXIMELEL (Esquimalt) and the WSÁNEĆ First Nations.

Position Overview

We have an opportunity for a highly motivated and skilled individual to lead our technical team in the position of Director, Coach and Performance Development. This position is integral to the successes of the members of Swim BC. Focusing on coaching development as a fundamental mechanism for long term athlete development, and in turn laying the foundation for the swimmer development continuum, the position will be critical to supporting member club's performance goals. As the technical voice for Swim BC, liaising with key stakeholders at viaSport, CSI-Pacific, Swimming Canada among others will be a key leadership task. Advising and supporting technical staff on delivery of the provincial competition model, coaching certification, and leading toward strategic achievements. You will work closely with the Executive Director to lead the organization and meet the needs of the membership.

Specific roles include, but are not limited to:

- Development and leadership of Swim BC technical strategy and related programming, including but not limited to:
 - Fulfillment of strategic and operational plan technical objectives.
 - Provincial competition planning.
 - Coaching development
- Lead technical voice for Swim BC
- CSI-Pacific / viaSport Enhanced Excellence Program lead
- Management, review, and application of Swim BC athlete ID, tracking and reporting programs.

www.swimbc.ca



- Analytics processing - working with performance rankings and results to generate organizational benchmark, annual report, and in-season performance metrics.
- Technical report development, club, and coach technical communications
- Technical operating committees' leadership
- Technical liaison to Swimming Canada and PSO's.
- Provincial competition strategy and provincial championship technical conduct
- Coaching professional development and mentorship lead
- Administration:
 - Program specific budget development,
 - grant application development,
 - reconciliation of project finances and personal expenses.
- Other duties as may be requested from time to time by the Executive Director

Qualifications / Expertise:

- Ability to work in a team environment contributing and leading to aligned operations of Swim BC.
- Ability to collaborate effectively in a team setting.
- A university degree or college diploma in coaching sciences, human kinetics, exercise physiology, or a related field, and/or equivalent work experience.
- An innovative forward-thinking approach to athlete development and performance progression.
- Proficiency in the MS 365 environment (Word, Excel, PowerPoint, SharePoint, Teams, One Drive) or a demonstrated ability to work in a similar environment.
- Strong interpersonal and communication skills, both verbal and written.
- Skilled in problem-solving and critical thinking.

Remuneration / benefits / hours of work:

- Competitive salary
- Health benefits package including dental and extended benefits.
- Vacation, statutory and school holidays – extended Christmas and Easter breaks.
- The position is full-time, 37.5 hours per week – evening and competition flex days are required.

Application

Please forward your cover letter, resume, and salary expectations to the attention of:

Swim BC Executive Director
info@swimbc.ca

We thank all applicants who apply, but only those candidates selected for an interview will be contacted.

The employer is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age marital status, family status or disability.