



Join the Chena Swim Club as our next Head Coach!

Chena Swim Club is North Vancouver's premier competitive swim team, with a proud legacy of developing athletes from their first competition to the National and International stage. We are a values-driven club guided by integrity, connection, passion, resilience, and achievement — qualities we believe are essential to developing, supporting, and inspiring a community of champions in and out of the pool.

We are recognized for our exceptional member satisfaction and for having a strong, supportive culture. We are a not-for-profit club built on a sustainable, financial foundation and are poised for an exciting future, including the move to the brand-new Harry Jerome pool in 2026.

We are seeking a passionate and experienced Head Coach to lead our talented team of swimmers and coaches. This is a unique opportunity to inspire, mentor, and shape the next generation of champions while playing a key leadership role in the club's next chapter of growth and success.

Team Culture Responsibilities:

- Model and celebrate the club's vision, values, and behaviors.
- Work collaboratively and respectfully with other club leaders and staff to serve the best interest of the club and members.
- Be exceptional in the application of positive, consistent, and effective motivation strategies when working with swimmers, parents, and coaching staff in relation to all aspects of the program.
- Foster team spirit by exhibiting and maintaining a positive attitude and team-building.
- Demonstrate a cooperative, prompt, and respectful communication style with swimmers, parents, community members, and staff.

Key Responsibilities:

- **Lead with vision** – Inspire and guide a passionate group of coaches to deliver on Chena's vision and culture of excellence.
- **Build a unified program** – Design and implement a coaching framework that ensures consistency and quality across all levels of the competitive team focusing on long-term success.
- **Collaborate with the Board** – Work closely with the Board to provide strategic input, communicate progress, and help shape the club's future.

- **Manage for impact** – Oversee the club's budget and resource allocation to ensure financial health and long-term sustainability.
- **Develop your people** – Mentor and support coaches to grow in their roles and contribute fully to the success of every swimmer.

Skills and Qualifications:

- Minimum 5 years of coaching experience.
- Demonstrated leadership and development of coaching staff.
- Demonstrated ability in administrative skills and understanding of budgets.
- Solid interpersonal communication skills and demonstrated ability to communicate effectively with athletes of all ages, parents, and staff.
- Solid understanding of Hy-Tek software.
- Valid Criminal Record Check, vulnerable sector required.
- Valid First Aid & CPR (or willingness to obtain).
- Current Swimming Canada certifications (minimum NCCP level 2) in good standing.
- Legally eligible to work in Canada and ability to travel as required for competitions.

Reports to: Chena Board of Directors

Salary: \$90,000 to \$110,000/year*
**commensurate with experience and current qualifications*

In addition to base salary Chena offers:

- Group healthcare benefits (extended health & dental)
- Discretionary bonus program
- Professional development stipend and coverage of certification fees

Start date: August 11, 2025 (negotiable)

Application Process:

Please forward your cover letter, resume and salary expectations to Daniel Fassina, President, Chena Swim Club at president@chenaswimclub.ca on or before June 22, 2025. Applications will be reviewed in the order that they are received until the position is filled.