



Head Swim Coach

Dive into your next career move as the Campbell River Killer Whales Head Coach in beautiful Campbell River, BC! We are seeking an inspiring, enthusiastic Head Coach to lead our swim club, foster a passion for the sport, and build a strong, inclusive team culture. Located in a vibrant coastal community where oceanside living meets top-tier recreation, this role offers the perfect blend of professional leadership and the ultimate West Coast lifestyle.

Summary

The Head Swim Coach is responsible for leading all aspects of the Campbell River Killer Whales swim club, including athlete development, staff supervision, training program design, meet preparation, and fostering a positive team culture. The Head Coach works closely with swimmers, assistant coaches, parents, board members, and governing swim organizations to ensure a safe, inclusive, and high-performing environment.

Responsibilities

Coaching & Athlete Development

- Design and implement season training plans for all competitive levels
- Conduct daily swim practices emphasizing technique, conditioning, race strategy, and skill development
- Prepare swimmers for local, regional, provincial/state, and national competitions
- Develop individualized goals and progression plans for athletes
- Promote sportsmanship, teamwork, discipline, and athlete well-being
- Monitor swimmer performance and provide regular feedback

Program Leadership

- Lead and supervise assistant coaches and instructional staff
- Establish consistent coaching standards and practice expectations
- Coordinate group placements and athlete evaluations
- Create a positive, motivating, and inclusive team environment
- Support long-term athlete development principles
- Ensure a safe training environment at all times
- Ensure pool safety rules and emergency procedures

Meet & Competition Management

- Plan seasonal competition schedules
- Attend and supervise swim meets, travel meets, and championship events
- Manage meet entries, relay selections, and competition logistics
- Ensure swimmers comply with eligibility and requirements of Swim BC and Swim Canada

Communication & Administration

- Maintain clear and professional communication with athletes and families
- Conduct parent meetings and address concerns appropriately
- Collaborate with board members on program goals and policies
- Promote strong community engagement and team culture
- Assist with scheduling and operational planning



- Ensure compliance with club policies, SafeSport/safety requirements, and Swim BC/Swim Canada regulations
- Participate in staff meetings, strategic planning, and club events
- Maintain required coaching certifications, background checks, and first aid/CPR credentials

Qualifications

- Minimum five years' experience coaching at a competitive level
- Experience managing assistant coaches and swim program operations
- Demonstrated success developing swimmers across multiple age groups and ability levels
- Strong leadership, organizational, and communication skills
- Knowledge of stroke mechanics, training methodology, and athlete development
- Ability to motivate athletes and build positive relationships with families and staff
- Current NCCP Level 2 coaching certifications
- Current CPR, First Aid, and SafeSport required
- Familiarity with meet management software and team administration systems

Work Schedule

- Early morning, afternoon and weekend practices required
- Weekend swim meets and travel required
- Seasonal planning and administrative work outside pool hours expected

Compensation

- Competitive salary based on experience and qualifications
- Optional benefits will include meet travel reimbursement, professional development, and certification support
- Relocation assistance may be available

Location: Campbell River, BC

Deadline: June 10, 2026

Application: Send resume to president@crkw.ca

Salary: \$75,000 annually