



JOB POSTING: Head Coach

Prince George Barracuda Swim Club (PGBSC)

Prince George, British Columbia

About the Club & Community

The Prince George Barracuda Swim Club (PGBSC) is a long-standing, community-focused competitive swim club serving swimmers from foundational levels through Masters. We are committed to long-term athlete development, technical excellence, and fostering a positive, inclusive club culture. Our programs are guided by a unified coaching philosophy and a commitment to athlete-centred, developmentally appropriate training.

The Head Coach role is intentionally designed as a club-wide leadership position, responsible for the long-term development, alignment, and sustainability of all programs and coaches. As outlined in the club's vision, "This role is not defined by ownership of a single top or performance group, but by responsibility for the entire swimmer and coach pathway, from Swim School through Masters." This creates a unique opportunity to lead holistically mentoring coaches, aligning program delivery, and shaping a clear, progressive pathway for athletes at every stage.

PGBSC operates in partnership with Swim BC, Swimming Canada, and the City of Prince George, and is committed to SafeSport principles and professional coaching standards.

Located in the heart of northern British Columbia, Prince George is a vibrant and growing city of approximately 75,000 residents and the regional hub for sport, education, and healthcare. The city offers an exceptional quality of life for coaches and their families, with short commute times, affordable living, and access to excellent training facilities.

Surrounded by forests, rivers, and lakes, Prince George supports an active, year-round lifestyle—from trail systems and paddling in the summer to outstanding cross-country skiing in the winter. The community is welcoming and engaged, creating a supportive environment for sport and athlete development.

Home to the University of Northern British Columbia and College of New Caledonia, the city also offers opportunities for collaboration and connection across education, sport, and community programming.

For an experienced coach, this role offers more than a position, it provides the opportunity to lead a unified program, mentor a coaching team, and shape the long-term success of a competitive swim club within a connected and supportive community.

Position Overview

The Head Coach is the technical and cultural leader of the club. This role oversees all training groups, leads and mentors the coaching team, and ensures consistent, progressive development across the entire swimmer pathway. The Head Coach collaborates with the Board of Directors on strategic planning, program development, and governance.

Key Responsibilities

1. Club-Wide Program Leadership

- Oversee programming for all training groups to ensure consistency, progression, and alignment across the club.
- Maintain a clear development pathway supporting smooth transitions from Swim School to Masters.
- Lead seasonal planning, training design, and program evaluation.
- Ensure alignment with LTAD, Swim BC, and Swim Canada standards.

2. Coaching Team Development

- Mentor, support, and develop all coaches, including assistant, age-group, swim school, and masters coaches.
- Provide regular feedback, technical guidance, and leadership.
- Build internal coaching capacity to strengthen long-term sustainability.

- Foster a collaborative coaching environment with shared language and standards.

3. Technical Standards & Athlete Development

- Establish and maintain club-wide technical standards and teaching progressions.
- Oversee athlete development, goal setting, and performance monitoring.
- Prepare athletes for competitions by strengthening race-day strategies and routines.
- Promote positive athlete experiences and long-term engagement in the sport.

4. Communication & Stakeholder Relations

- Maintain strong communication with athletes, families, coaches, and the Board.
- Represent the club professionally with Swim BC, Swim Canada, and community partners.
- Support a positive, inclusive, and athlete-centred club culture.

5. Operational & Administrative Leadership

- Oversee seasonal calendar, including creation of Yearly Training Plans and selection of appropriate competitions.
- Utilize HY-TEK to manage meet entries.
- Maintain clear organization of training records and administrative documentation.
- Collaborate with the Board on strategic planning and program development.
- Ensure compliance with SafeSport, NCCP, and club policies.
- Contribute to budgeting, staffing, and resource planning.

Skills & Experience Required

Minimum Experience

- At least four (4) years of coaching experience at the competitive level.
- Experience working within a structured club environment.

Technical & Coaching Skills

- Strong technical knowledge of stroke mechanics, training principles, and race strategies.

- Ability to design and implement seasonal training plans aligned with LTAD.
- Experience preparing athletes for competitions.

Leadership & Management Skills

- Proven ability to mentor and develop athletes and coaches.
- Strong organizational and administrative skills.
- Ability to lead collaboratively.

Communication & Interpersonal Skills

- Excellent verbal and written communication skills.
- Ability to foster a positive, inclusive, athlete-centered environment.

Professional Requirements

- Minimum NCCP Age Group Swimming Coach Certification (Certified Status).
- Current SafeSport training and clear Criminal Record Check.
- First Aid/CPR certification (or willingness to obtain).

Compensation & Benefits

The Prince George Barracuda Swim Club offers a competitive salary range of \$65,000–\$75,000 per year, commensurate with experience and aligned with Swim BC market standards. Professional development support and relocation assistance may be available.

Application Process

Applicants are invited to submit a cover letter, resume, coaching certification summary, and three professional references to opportunities@pgbsc.org

The Prince George Barracuda Swim Club is committed to equity, diversity, and inclusion and welcomes applications from all qualified individuals.