



Head Coach – Vernon Kokanee Swim Club

Location: Vernon, British Columbia, Canada

Position Type: Full-time, Permanent

Start Date: August 15, 2025

Application Deadline: June 30, 2025

Are you a collaborative, visionary leader ready to inspire and guide athletes, staff, and the broader swim community? The Vernon Kokanee Swim Club (VKSC) is seeking a dynamic Head Coach to lead our competitive program, shape our organizational culture, and contribute to the long-term success and sustainability of our club.

About VKSC

Founded in 1967, VKSC is a community-rooted, athlete-centered swim club committed to excellence in competitive swimming and personal growth. We offer programming for swimmers from development through senior and para levels. Our club prides itself on fostering a safe, inclusive, and high-performance environment. We currently operate out of a 25m/8-lane facility and anticipate relocating to a new 50m aquatic centre in Fall 2026.

Position Summary

The Head Coach serves as the technical leader and cultural steward of VKSC. This role includes developing and delivering the coaching strategy, mentoring assistant coaches, supporting athlete progression, and collaborating with the Board of Directors on club planning and operations. The Head Coach plays a vital leadership role in ensuring the success of our swimmers, staff, and swim families, both in and out of the pool.

Key Responsibilities

Coaching & Athlete Development:

- Design and implement comprehensive, age-appropriate, and inclusive training plans aligned with LTAD and Swimming Canada frameworks.
- Provide on-deck leadership and individualized feedback to athletes across all levels.
- Monitor swimmer development through regular assessment, feedback, and goal setting.

Leadership & Staff Management:

- Lead, mentor, and support the coaching team, including supervision, professional development, and performance evaluations.
- Foster a positive and respectful working environment that encourages collaboration, accountability, and growth.

Communication & Community:

- Serve as a primary liaison between the coaching staff, swim families, and the Board of Directors.



- Communicate clearly and consistently with athletes, parents, and volunteers, supporting a positive and transparent club culture.
- Actively promote VKSC within the community and the broader swim ecosystem.

Organizational Oversight:

- Collaborate with the Board on strategic planning, budgeting, and program evaluation.
- Ensure compliance with Swim BC, Swimming Canada, and facility regulations, including certifications and safety protocols.
- Contribute to planning for future growth, including the transition to a new facility in 2026.

Qualifications

- Minimum NCCP Swimming Level 3 (or ability to complete within first four months)
- Minimum 5 years of progressive coaching experience, ideally in a Head Coach or senior leadership role
- Demonstrated ability to lead teams, communicate effectively, and build positive relationships with athletes, parents, staff, and board members
- Strong organizational, planning, and problem-solving skills
- Current certifications in CPR, First Aid, and Lifesaving Society's National Lifeguard (or willingness to obtain)
- Knowledge of stroke development, swimmer progression, and performance pathway development

Compensation & Employment Terms

Employment Type:	Permanent, full-time position, subject to a standard probationary period.
Compensation:	Competitive salary, commensurate with experience and qualifications.
Criminal Record Check:	Must adhere to Swim BC Screening Policy and successfully complete a Criminal Records Check with Provincial CRRP.
Work Schedule:	Requires availability for early mornings, evenings, weekends, and travel to competitions.

How to Apply

Please submit your cover letter, coaching resume, and references to:
president@kokaneeswimclub.ca by **Monday, June 30, 2025**.

Join us in developing athletes of character, skill, and resilience—on the blocks and beyond.

VKSC is an equal opportunity organization committed to diversity, equity, and inclusion. We welcome all applicants who share our values and passion for athlete development.