



Head Coach Job Description and Person Specification

Somerset ASA is committed to supporting Coach Development across the County and as such is appointing three Head Coaches within the County Development Programme. Successful applicants will have the opportunity to improve skills, increase confidence and take the next step up the Swim England coaching ladder.

Responsible to the County Swimming Committee

This document sets out the main aspects of the role, but it should not be taken as a description of the role in its entirety. This role carries a high level of visibility and responsibility within Age Group and Youth swimming across the County. The Head Coach will work within the three-strong Head Coach Team to deliver the CDP ensuring a good level of success for all swimmers and coaches across the programme.

Main Duties

- To plan, prepare and deliver 2026/27 CDP Programme in line with Swim England national guidelines:
 - To attend all 9 CDP Sessions (dates attached) at Millfield Senior School;
 - To work within the Head Coach Team to develop the programme structure;
 - To work within the Head Coach Team to agree the swimmer selection criteria;
 - To work within the Head Coach Team to develop and deliver session plans;
 - To work with the CDP Delivery Team to develop 'Added Value' sessions;
 - To provide leadership, guidance and mentoring to the Deputy Head Coaches and Skills Coaches; and
 - To communicate effectively with swimmers, members of the delivery team, club coaches and parents of swimmers.
- To provide a safe and inclusive environment for all athletes and workforce.
- To be aware of and understand fully the Risk Assessment, facility Emergency Action Plan and Operating procedures.
- To follow and promote Swim England Safeguarding policies.
- To exhibit British Swimming and England Programmes Coaching Principles during coaching practice: Setting Direction, Staying Connected, Engaging People, Delivering Results and Credibility.

Essential Qualifications and Criteria

- A desire to develop your coaching skills and experience.
- The ability to reflect on and adapt your coaching practices in a dynamic environment.
- A passion for offering opportunities for development to athletes across the county.
- An existing Coach from a Somerset ASA Club.
- Actively involved with the coaching of Age Group/Youth swimmers in your current club.
- Good communication skills.
- Energetic with a high level of motivation to learn.
- The ability to motivate and enthuse others.

- Valid SE DBS and Safeguarding certificates.
- Knowledge and understanding of SE Wave Power document.
- Full and comprehensive insurance policies for professional and public liability with a reputable insurer (eg IOS or BSCA).

Desirable Qualifications and Criteria

- Level 3 Swim England Swim Coaching qualification.

Remuneration

- We offer a contract for 40 hours @ £30.00 per hour to be delivered as 18 hours CDP programme delivery over all 3 terms (see dates below) + 22 hours planning, preparation, mentoring and meeting attendance.
- Reasonable travel expenses @ 42p per mile.
- Payment by invoice at the end of each term's successful completion.

CDP Dates

- All dates are Sundays. The programme is usually delivered 8.45am – 11.30am
 - 8.45am – Coach Briefing meeting
 - 9.15am - Pre-Pool
 - 9.30am – 11.00am Pool session
 - 11.00am – 11.30am Coach Plenary discussion
 - In addition, three 'Added Value' sessions of 1 hour either before the main CDP session or directly after will be added to the programme - dates **TBC**.

Term 1

- September 27th 2026 – preceded by 'Delivering Effective Pre-Pool' training with Strength and Conditioning Specialists (8.00am – 8.45am)
- October 11th 2026
- November 15th 2026
- December 6th 2026 - followed by an added value talk **TBC**

Term 2

- January 10th 2027 - Long Course Format and followed by an added value talk **TBC**
- February 28th 2027

Term 3

- May 23rd 2027 - followed by an added value talk **TBC**
- June 6th 2027
- July 4th 2027

To Apply

Please complete this <https://forms.gle/MkooQgJKxYjARznF7>

Closing Date: Midnight on Sunday 21st June

Interview Date: Sunday 5th July from 12.00pm

All questions to: somersetcdp@gmail.com