

**Job Description for the Development Coach
Geneva international challenge 2027
21st – 25th January**

Role and Expectation Outline

TITLE: Regional development Coach

REPORTS TO: Regional Head Coach

RENUMERATION: Expenses

DURATION: 21st – 25th January 2027

PURPOSE

The overall purpose of the regional development Coach is to:

- Gain international coaching experience under the direction of the camp head coach
- Provide coaching support to the team under the guidance of the head coach
- Assist with the delivery and evaluation of the camp
- Enhance communication with all team members
- Deliver all duties in accordance with the programme objectives and briefings
- Motivate and enthuse swimmers and staff during the programme
- Exhibit Swim England coaching characteristics; ethical (care, humility, courage, fairness) community (belonging, community, collaboration, accountability) and craft (reflection, curiosity, experimentation, reasoning)

KEY RESPONSIBILITIES

Prior to programme delivery

- Liaise with the head coach to ensure that you understand the aims and objectives of the camp/competition
- Ensure you have a clear understanding of your role during the duration of the camp
- Communicate with the head coach and other members of the camp staff/regional team
- Timely and professional communication with the home coaches of the athletes allocated to your group to help to form an understanding of the athlete needs and expectations.
- Encourage athletes to prepare race process target sheets for their key races

During programme delivery

- Assist in the delivery of all camp/competition activity in line with the camp objectives and plans with the guidance of the head coach
- Support an allocated group of athletes
- Make a positive contribution as required to support land based activities.
- Communicate effectively with all swimmers and staff
- Conduct effective pre-race planning with a focus on process targets
- Conduct effective post-Race evaluation, encouraging athlete self-reflection
- Support the Team Managers, where requested, with the pastoral care of the athletes

Following programme Delivery

- Reflect on camp delivery
- Contribute to the camp debrief discussion led by the head coach
- Provide written athlete feedback to the home coaches for the athlete within your group

PERSON SPECIFICATION

- Must be a member of a South East region affiliated club
- Must hold as a Swim England Senior Coach Certificate or equivalent
- Must hold a valid Swim England DBS and safeguarding certificate
- Proven experience as a practising coach, working with British national level youth and senior swimmers.
- Committed to ongoing learning
- Has demonstrated engagement with the Swim England Pathway
- The ability to set priorities and work flexibly to meet outcomes required in a dynamic environment
- Good planning, interpersonal and communication skills
- High levels of motivation and dedication
- A team player with the ability to:
 - Ability to evaluate and provide feedback to athlete and staff
 - Tact and diplomacy in all interpersonal relationships
 - Self-disciplined with a commitment to continuous service improvement
 - Ability to think for yourself and use own initiative.