Head Girls Swimming Coach

ICA Cristo Rey Academy (ICA) is a Dominican Catholic college preparatory school that empowers girls from underserved communities to become confident young women able to realize their full potential. By providing an excellent academic curriculum, a unique corporate work study experience, and the support of our spiritual community, we prepare students for lives of faith, purpose, and service.

Job Details:

Title: Head Girls Swimming Coach
Reports to: Athletic Director
Location: San Francisco
Position Type: Part-time (February - May)
Compensation: Seasonal Stipend ($4,095)

Position Summary:

The Head Girls Swimming Coach is responsible for leading and managing all aspects of the high school girls swimming program. The coach will foster a positive, competitive, and inclusive team culture that emphasizes athletic excellence, personal growth, sportsmanship, leadership, and academic success. The Head Coach serves as a mentor and role model for student-athletes while supporting the mission and values of the school.

Mission Alignment

The Head Girls Swimming Coach is expected to uphold and promote the mission of the school by creating an environment where student-athletes grow as competitors, leaders, scholars, and young women of character.

The ideal candidate is an enthusiastic educator-coach who is committed to developing the whole student-athlete while building a competitive and values-driven swimming program.

Essential Duties and Responsibilities

Program Leadership

- Plan, organize, and oversee all aspects of the girls swimming program.
- Develop and implement a comprehensive training program focused on skill development, conditioning, technique, and competitive success.
- Establish and communicate team expectations, standards, and goals.
- Foster a culture of teamwork, sportsmanship, accountability, and respect.
- Serve as a positive role model and mentor for student-athletes.

Coaching Responsibilities

- Conduct safe, effective, and engaging practices.
- Teach proper swimming techniques, race strategies, starts, turns, and finishes.
- Develop individualized training plans to support athletes of varying skill levels.
- Prepare athletes for league, sectional, and championship competitions.

- Evaluate athlete performance and provide constructive feedback.
- Promote leadership development and confidence among team members.

Student-Athlete Development

- Support the academic success and overall well-being of student-athletes.
- Encourage positive character development, sportsmanship, and integrity.
- Maintain high expectations for conduct both in and out of competition.
- Work collaboratively with school counselors, teachers, and administrators to support student success.

Program Administration

- Manage team equipment, uniforms, and program inventory.
- Ensure compliance with school policies, league regulations, and CIF guidelines.

Staff and Community Relations

- Supervise and mentor assistant coaches.
- Maintain positive communication with parents, athletes, and school administration.
- Represent the school and athletic department professionally at all events.
- Collaborate with the Athletic Director to support the overall athletic program.
- Attend coaches' meetings and athletic department meetings

Qualifications

- Previous successful coaching experience in swimming, preferably at the high school, club, or collegiate level.
- Strong knowledge of competitive swimming techniques, training methods, and race strategy.
- Demonstrated ability to motivate and develop student-athletes.
- Excellent leadership, organizational, and communication skills.
- Ability to build positive relationships with students, parents, faculty, and staff.
- Commitment to supporting the mission and values of a private college-preparatory girls school.
- Current CPR, First Aid, and AED certifications (or willingness to obtain before the season begins).
- Completion of all required coaching certifications and background checks.

Preferred Qualifications

- Experience coaching female student-athletes.
- Experience managing a complete swim program, including meet operations and assistant coaches.
- Knowledge of CIF Regulations.
- Experience with swim meet management software and timing systems.

Schedule

- Seasonal Position.
- Practices are held after school.

- Availability for weekday competitions and some weekend invitationals and postseason competitions.

Apply Now

- To apply, submit your resume to Athletic Director, Lauren Bell at LBell@icacademy.org.

ICA Cristo Rey encourages applicants of all backgrounds and provides equal employment opportunities to applicants of any race, ethnicity, religion, sex, or national origin. Candidates from diverse backgrounds are encouraged to apply. We strongly encourage those with a demonstrated dedication to social justice, collaboration, innovation and student-centered education to apply. Reasonable accommodations may be made to enable individuals with disabilities to perform the described essential functions.