

Hydra Aquatics Position Description:

Senior Coach

Position Summary

The Senior Coach at Hydra Aquatics is an experienced, mission-driven professional who plays a central role in the delivery of our swimmer-first program. Senior Coaches independently plan and direct training for a designated group of athletes—ranging from early learners to championship-level competitors—based on skill, not age. They bring advanced technical knowledge, clear communication, and a passion for athlete development at all levels.

Each Senior Coach at Hydra is empowered to take ownership of a core practice block or training group while collaborating with the Head Coach and fellow staff to ensure programming alignment, long-term development, and a consistent culture across the club. This role requires equal parts leadership, humility, and growth mindset, and it includes active involvement in mentoring less experienced coaches and building strong relationships with athletes and families.

Key Responsibilities

Coaching & Program Delivery

- Plan and lead high-quality training sessions in alignment with Hydra's curriculum and the USA Swimming American Development Model (ADM)
- Provide clear technical instruction, skill progression, and age-appropriate training loads for athletes in assigned group(s)
- Guide swimmers through individualized goal-setting, performance tracking, and seasonal development
- Attend assigned meets and deliver consistent race-day support, feedback, and strategy
- Collaborate with fellow coaches to support athlete transitions, seasonal group planning, and swimmer placement

Team Culture & Communication

- Model and promote Hydra's core values: Excellence, Discipline, Empathy, Growth, and Inclusion
- Foster a safe, inclusive, and motivating environment on deck and at all club functions
- Maintain open, professional communication with families regarding athlete progress, expectations, and events
- Engage athletes and parents as partners in the development process

Leadership & Mentorship

- Serve as a mentor to Associate or Staff Coaches, providing guidance and example on deck
- Participate in coach meetings, seasonal planning sessions, and curriculum development
- Offer input on team policies, swimmer assessments, and training design

Compliance & Administration

- Maintain accurate records of attendance, training notes, and meet results
- Follow and enforce all USA Swimming, Safe Sport, and Hydra Aquatics policies
- Assist with meet entries, group logistics, and team events as assigned

Qualifications

Required

- USA Swimming Coach Member in good standing (includes all certifications and background check)
- Demonstrated success leading swim practices and building rapport with athletes and families
- Proficiency in stroke mechanics, long-term athlete development, and meet preparation
- Exceptional communication skills with the ability to connect meaningfully with swimmers of all ages, skill levels, and learning styles.
- Availability to work evenings, early mornings, and weekends as needed

Preferred

- 3–5+ years of coaching experience in a USA Swimming club or equivalent competitive setting
- Experience managing dryland, strength training, or specialty skill areas
- Familiarity with TeamUnify, Meet Manager, or similar team management tools
- Strong mentoring or leadership experience within a team environment

Core Competencies

- Athlete-Centered Coaching
- Technical Mastery
- Leadership & Mentorship
- Communication & Collaboration
- Growth Mindset & Adaptability
- Cultural Competence & Inclusion
- Safety and Policy Compliance

Compensation & Benefits

- Competitive hourly pay for all practices and meets
- Reimbursement of expenses
- Professional development support (certifications, travel, continuing education)
- Club-branded apparel and gear
- Bonus opportunities tied to team and individual performance
- Opportunities for expanded leadership roles in a growing, mission-driven club

About Hydra Aquatics

Hydra Aquatics of Northern Virginia is a USA Swimming member club dedicated to delivering high-quality, developmentally aligned training in a swimmer-first environment. We serve athletes ages 3 to 18+ through a flexible, inclusive team structure designed to foster growth, confidence, and excellence. Our name reflects the mythological Hydra's spirit of resilience and evolution—every challenge overcome adds to the strength of the whole.

Hydra Aquatics is an Equal Opportunity Employer. We value diversity and are committed to creating an inclusive environment for all employees. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability status, protected veteran status, or any other characteristic protected by law.

All employment offers are contingent upon:

- Completion of a criminal background check and child abuse registry screening in compliance with USA Swimming and Virginia state law
- Successful completion of USA Swimming's required certifications and trainings, including Athlete Protection Training
- Agreement to comply with Safe Sport policies and mandatory reporting requirements under Virginia law

Hydra Aquatics welcomes applicants who share our commitment to athlete safety, developmental integrity, and a positive, inclusive team culture.