



2025 Rancho Colorados Swim Team Position Description: Learn to Swim & Gutter Guppy Program Manager

Join our well-organized Rancho Colorados Swim Team as the **Learn to Swim & Gutter Guppy Program Manager**. You'll report to the Rancho Colorados Swim Team Director(s)

Key Responsibilities

Practice Planning & Execution:

- Develop and implement practice plans, focusing on proper technique and form.
- Develop and implement a Learn to Swim and Young Swimmer (Gutter Guppy) program with sessions running approximately Monday-Friday, 12 PM - 3 PM (with some flexibility) or more as needed and agreed upon with the Swim Team Director(s).
- Tailor practice plans for Gutter Guppies and Learn to Swim, emphasizing fundamental skills and basic competitive techniques for the Gutter Guppies.
- Mentor Gutter Guppy coaches to ensure consistent teaching methods and positive reinforcement.
- Monitor swimmer progress, provide feedback, and adjust plans as needed.
- Manage Gutter Guppy coach schedules, ensuring coverage and coordination.

Safety & Supervision:

- Ensure a safe environment during all Gutter Guppy practices and Learn to Swim sessions, responding promptly to emergencies or injuries.
- Enforce pool rules and maintain discipline.

Successful Candidate Qualities:

- **Commitment:** Available for the Gutter Guppy and Learn to Swim season which will run approximately 6/2/2025 – 7/25/2025 for the Gutter Guppy Program, and potentially expanded dates beyond the Gutter Guppy Program for the Learn to Swim program.
- **Engagement:** Maintain a positive and inspiring presence while coaching in the water.
- **Collaboration:** Work closely with the Swim Directors to apply consistent language and techniques with young swimmers.
- **Passion:** Enjoy and excel at engaging with young swimmers.
- **Composure:** Demonstrate patience and calmness in high-energy environments.

- **Qualifications:** CPR and First Aid trained
- **Skills:** Possess strong communication, organizational, and administrative abilities.
- **Dedication:** Show a genuine passion for developing young swimmers.

Physical Ability Requirements:

- Ability to perform tasks that require walking, standing, kneeling, and reaching for long periods of time; ability to perform tasks that require lifting up to 50 pounds; ability to set up and take down pool configuration for practices.

Personal Conduct Requirements:

Follow the Rancho Colorados Swimmer Code of Conduct:

As a swimmer & member of the Rancho Colorados Swim Team (RC), I will abide by the following code of conduct:

I will demonstrate good sportsmanship by conducting myself in a manner that earns the respect of other swimmers, parents, officials and coaches at all times.

I will follow the directions/instructions of the coaching staff.

I will comply with all team rules.

I will promote positive team spirit and morale.

I will be courteous to all meet hosts, pool facility operators, coaching staff, visiting teams and guests.

I will leave the pool/club facilities in a neat and clean condition.

I will not engage in inappropriate or unruly behavior including, but not limited to, bad language, bullying, or fighting.

I/We have reviewed, understand and agree to the above Swimmer Code of Conduct with our child/children. We understand failure to meet and uphold the Code of Conduct will result in consequences ranging from suspension, disciplinary actions and/or removal from the Rancho Colorados Swim Team as determined by the RC Committee.

- The Gutter Guppy and Learn to Swim Manager must remain unimpaired, alert, and engaged at all Rancho team activities and while in the presence of team members, and refrain from anything that might compromise the safety of Rancho members including, but not limited to the illegal use of drugs and alcohol.
- Have awareness that the status of Gutter Guppy and Learn to Swim Manager is always a position of leadership and maintain high standards of behavior such as use of appropriate language and demonstrating professional conduct.
- Maintain confidentiality of any private or potentially sensitive information gained while working as the Gutter Guppy and Learn to Swim Manager including, but not limited to, physical medical conditions, mental health concerns, or learning challenges.

Failure to comply with any aforementioned requirements may lead to dismissal from the staff.

Our Rancho swim team community deeply values and appreciates our coaching staff and their amazing contributions. We want everyone to feel 100% supported. Please don't hesitate to contact us with any questions, concerns or suggestions throughout the season.

Compensation:

Rancho Colorados offers competitive hourly based compensation with opportunity for career advancement within the team, well as bonus opportunities.

How to apply:

Please send your cover letter and resume to Swim Team Directors:
swim@ranchocolorados.com

Please check out:
<https://rcst.swimtopia.com/>