



HEAD COACH

Westhill District Amateur Swimming Club (WDASC)

- **Self-employed role**
 - **10–15 hours per week**
 - **Applications to: president@westhilldistrictasc.org.uk**
-

About the Club

Founded in 1993, Westhill District Amateur Swimming Club (WDASC) is a volunteer-run, non-profit organisation within the Scottish North District. The club is committed to promoting excellence in swimming while fostering a supportive, fair, and athlete-centred environment.

With around 100 swimmers aged 7 and above, WDASC provides a pathway from early competitive experiences through to district and national-level competition. Swimmers regularly represent the club at local meets; North District meets and Scottish National Championships.

Training predominantly takes place at Westhill Swimming Pool, with long course sessions at Aberdeen Sports Village. WDASC achieved Aquamark Level 1 accreditation in July 2024 and has begun the process for Aquamark Level 2, reflecting the club's commitment to strong governance, athlete wellbeing, and continuous improvement.

About the Role

Following the departure of the Head Coach earlier this year, WDASC is seeking an enthusiastic, motivated, and highly qualified coach to lead the club's coaching programme and help with restructuring of the squads and standardise training across the squads.

The Head Coach will report to the WDASC Committee and will be responsible for:

- Leading, developing, and delivering the club's coaching and competition pathway to ensure all swimmers can maximise their potential.
- Supporting all squads within the club structure.
- Embedding a positive, athlete-centred, high-performance culture that promotes discipline, focus, hard work, and wellbeing.
- Supporting the WDASC Committee in progressing Aquamark Level 2 accreditation and maintaining high standards across all club operations.
- Leading, mentoring, and developing the coaching team, ensuring technical excellence and ongoing professional development.
- Planning and attending competitions across the pathway, from local meets to national events.
- Supporting the organisation of club competitions, time trials, and events.
- Attending relevant CPD, district meetings, and national coaching forums.
- Providing monthly coaching reports to the WDASC Committee.
- Upholding all Scottish Swimming policies, particularly those relating to athlete wellbeing and safeguarding.
- Working with swimmers, the majority being under 18, and ensuring safe, inclusive practice at all times.

This role requires regular evening, early-morning, and weekend work.

Locations of Work

Coaching will primarily take place at Westhill Swimming Pool, although travel to other venues across Scotland for competitions and training will be a requirement of the role.

About the Candidate

The ideal candidate will:

- Have significant experience coaching within a club environment.
 - Demonstrate a track record of developing athletes from junior levels through to district or national competition.
 - Be a positive role model with strong leadership skills and the ability to inspire swimmers and coaches.
 - Work collaboratively with volunteers, parents, partners, and the wider aquatics community.
 - Show commitment to athlete wellbeing, safe practice, and continuous improvement.
-

Skills & Qualifications

Essential:

- Minimum *UKCC Level 2* (or equivalent) coaching qualification.
- Strong communication, planning, and organisational skills.
- Ability to build trust and rapport with swimmers, parents, and coaching staff.
- Current safeguarding and disclosure checks (PVG), renewable upon appointment.
- Strong IT skills, including HyTek, Team Unify, and other swim-specific software.

Desirable:

- Experience in Learn to Swim or teaching.
 - Experience leading or contributing to club accreditation processes.
-

Application Process

Applications are welcomed from all sections of the community. Candidates should submit:

- A current CV
- A covering letter outlining suitability for the role, coaching experience, and relevant qualifications

Please send enquiries or applications to Anne Glennie: president@westhilldistrictasc.org.uk

Interview Process

Interviews will be held during the recruitment period and may include:

- A practical coaching session
- Standard competency-based interview questions

Appointments can be made with immediate effect, subject to:

- Successful PVG checks
- Safeguarding compliance
- Positive references

Remuneration

Basis of engagement: Self-employed

Hours: 10-15 hours per week

Hourly rate: £17 - £20 per hour depending on experience (except for gala attendance which will be remunerated separately)

Reporting to: WDASC Management Committee

WDASC is open to discussing final hours and remuneration with the successful candidate.
