

> FRONTLINE ROLE SPOTLIGHT:
COACH



CAPABILITIES

VALUES & BEHAVIOURS

Safety	Prioritises the wellbeing of athletes through vigilant supervision, clear communication of safety protocols, and immediate action to mitigate risks.
Athlete Development	Builds an environment which supports athlete performance, including: respect, inclusivity, psychological safety, goal-setting and resilience.
Teamwork	Is patient and flexible to support and adapt training approaches as needed and adept at motivating others.
Learning & Development	Engages in professional development to enhance techniques and adapt approaches to individual athlete needs, fostering an effective and dynamic learning environment.

TECHNICAL SKILLS

Training plans
Domain expertise
Motivating others
Child safety
Injury prevention

SOFT SKILLS

Communication
Goal setting
Time management
Adaptability
Ethical conduct

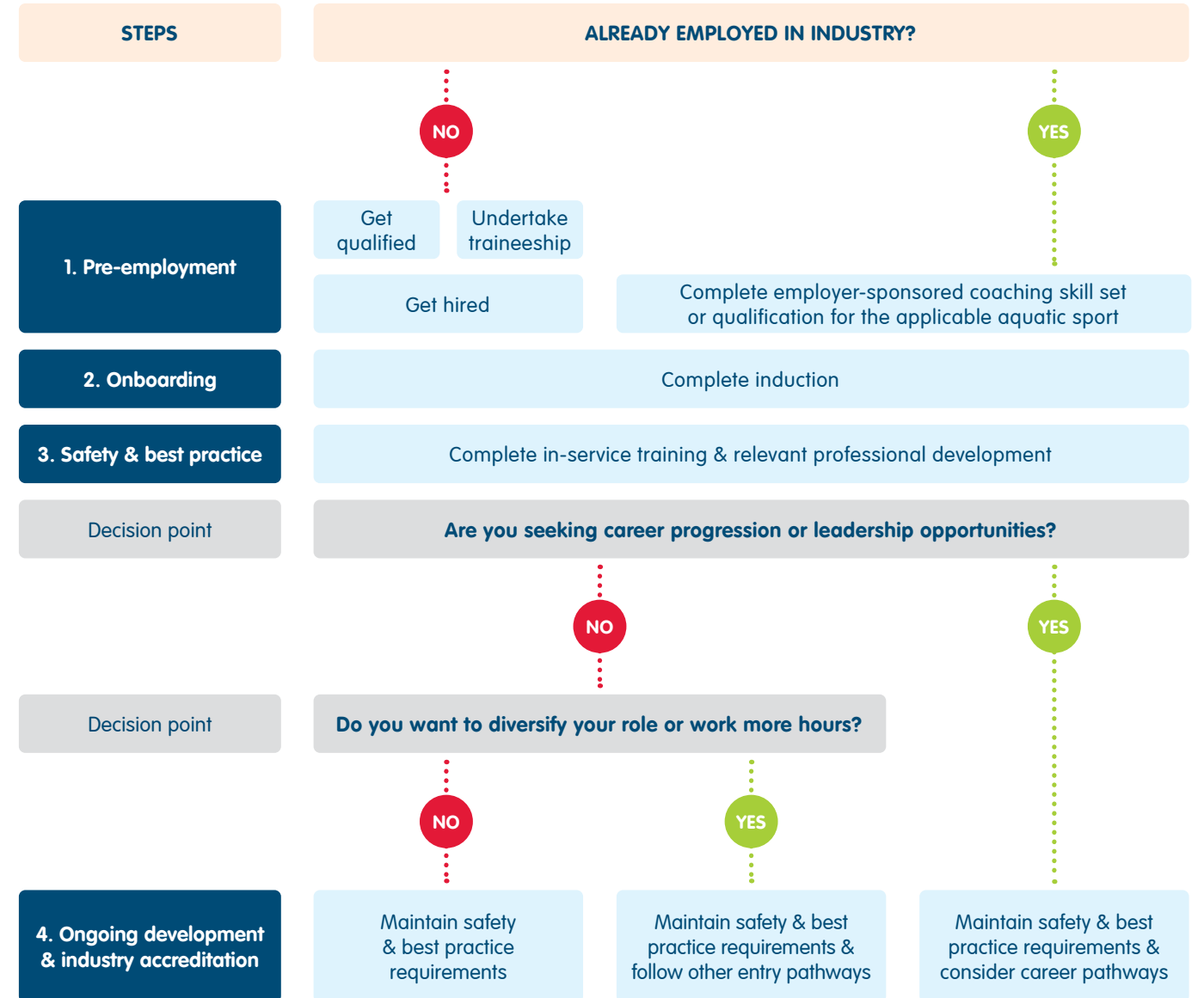
“Coaches train and instruct swimmers by analysing performances and developing abilities.”

SAFETY & BEST PRACTICE

Initial Qualification	Re-Accreditation	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Nationally recognised Swimming Aus Development Coach or equivalent qualification Provide Cardiopulmonary Resuscitation Working with children check or equivalent	Professional registration with a recognised accrediting body Annual CPR re-accreditation	Orientation to facility, plant equipment, safety rules Emergency Procedures Supervision Plan Aquatic risk assessment Relevant plant and equipment Escalation procedures Child supervision and safety policies etc.	Annual Includes: Teaching methodologies Aquatic programs Simulated emergency response Resuscitation Aquatic rescue	20/20 vision (with corrective lenses) Good hearing (with aid) Medical approval if required Immunisations	Annual fitness test: Demonstrate good health and physical fitness for the duties of their role



TYPICAL ENTRY PATHWAY: COACH



DEVELOPMENT PATHWAYS

Aquatic coaches play a crucial role in the development of strong swimmers of all levels, from novices to competitive athletes. They design and implement training programs tailored to individual swimmers or teams, focusing on stroke technique, endurance, speed, and / or race strategies. Coaches provide feedback and encouragement during training sessions, analyse performance through video analysis and other tools, and collaborate with program participants and / or athletes to set and achieve goals. They also liaise with parents, organise competitions, and ensure a supportive and positive training environment. They may be called upon to manage and assist with water-based rescues and first aid. Coaches also play an important role as mentors, leaders and role models, and as someone who can help develop swimming and aquatic skills across the community.

PATHWAYS

Coaches generally progress in the industry through the Aquatic Education and Programs Pathway, or through sport-specific pathways, most of which allow them to take on greater responsibilities and develop as leaders.

Outside of the aquatic industry, coaches have valuable skills in leadership and mentoring, as well as education, making them attractive to a range of employers.

A TYPICAL COACH*:

- Is 25 - 54 years old
- Earns between \$26 - \$35 per hour
- Works between 37-2 weeks per year
- Works up to 15 hours per week
- Joined the industry between 15 - 24 years old
- Has been in the industry for more than six years
- Is undertaking a course of study while working
- Has worked for an organisation for three years or longer

*According to Royal Life Saving research