



## Assistant Men & Women's Swimming Coach

Franklin College, an NCAA Division III institution and member of the Heartland Collegiate Athletic Conference, invites applications for an Assistant Men & Women's Swimming Coach position within the Athletic Department.

This is a full-time, salary exempt, 10-month position responsible for assisting the Head Swimming Coach in all aspects of the swimming program, including but not limited to, skill development, recruitment and other duties as assigned. This position will assist conducting practices, motivating athletes, and instructing athletes in the strategies and techniques used for swimming competitions. Secondary duties will be assisting with the workflow of all systems and processes involved with the campus employment of registered students. The essential duties completed by this position include:

- Assist the Head Swim Coach in instructing athletes on rules, regulations, and techniques of the sport;
- Organize and direct individual and group practices as directed by the Head Swim Coach;
- Assess swimmer's skills, monitor athletes during competition and practice, and keep the head coach informed of the athletic performance of athletes as needed;
- Maintain regular and timely attendance;
- Maintenance of team social media accounts;
- Knowledge of and follow all College policies and procedures;
- Ensure all practice changes, pool closures, upcoming activities, and competitions are communicated to athletes and their guardians before each workout;
- Familiar with the facility Emergency Action Plans and respond appropriately to all emergencies;
- Foster a welcoming environment for new athletes with the goal of retaining swimmers;
- Submit regular and accurate time and expense reports;
- Enforce facility and team rules;
- Supervise independent practices and training sessions;
- Ensure completion of all required training and certification per College, USA Swimming, and governing body requirements;
- Other duties as assigned.

**Requirements:** Bachelor's degree from an accredited university or college is required. A minimum of at least 4 years of competitive swimming experience is required. College-level swimming experience is preferred, but not required. Previous coaching experience is preferred at the college, high school, and/or club level. This position must promote a balanced lifestyle with student-athletes. This position also requires strong organization skills, and effective written and oral communication skills. Preference will be given for NCAA Division III experience. Review of applications will begin immediately and continue until a candidate is selected.

**Compensation** package includes: free residence and an excellent benefits package including: health, life and disability insurance, paid vacation, sick and holiday time, retirement plan, and full tuition benefits for employees and their family. Review of applications will begin



immediately and continue until the position is filled. Interested candidates should submit a complete application including cover letter, resume and three professional references.

**Click the following link to apply for position – [Franklin College Staff Application](#)** or visit employment opportunities at [www.FranklinCollege.edu](http://www.FranklinCollege.edu).

Contact Human Resources with additional questions.

Franklin College  
101 Branigin Blvd.  
Franklin, IN 46131  
[humanresources@FranklinCollege.edu](mailto:humanresources@FranklinCollege.edu)

*Franklin College is committed to providing an inclusive and welcoming environment and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with these principles and applicable laws, it is therefore the College's policy not to discriminate on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, marital status, race, religion, sex, sexual orientation or veteran status as consistent with the Policy on Prohibited Discrimination, Harassment and Related Misconduct. No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment, or retaliation under any College program or activity, including with respect to employment terms and conditions. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.*