About the Club

Rochford and District Swimming (RADS) Club is a competitive, community-oriented swimming club located in Southeast Essex. We are committed to fostering the development of our members' swimming skills across all levels—from Academy, through Performance, and into Master's programs.

The club has experienced consistent growth and enhanced achievements over the past four years, with an increasing number of qualifications at County, Regional, and British National Championship levels.

The role

We're looking for a positive, enthusiastic and motivational Head Coach who will work with our current teaching and coaching staff to deliver a Swim Development Programme to our members, from those in their early years of their swimming journey through to our Performance and Top Squads.

This role would suit an ambitious Swimming Coach looking to take their first step into a Head Coach role within a friendly, supportive and inclusive club environment. You don't need to have all the answers from day one — we're looking for someone with enthusiasm, ideas, strong coaching values and a genuine passion for helping swimmers and coaches develop.

Responsibilities:

- Develop, refine and lead the Swimming Development Pathway, ensuring that each level within our squad structure is supported through their progression, including our non-competitive and Masters members.
- Coaching our performance squads – setting and managing clear expectations for performance and support for our swimmers seeking to achieve county, regional and national qualification and targets.
- Leadership and development of our coaching and teaching team – providing support, mentorship and development objectives.
- Working with our Competition Secretary, prepare an annual competition calendar suitable for all levels, from development through to performance.

- Uphold and promote all club policies, including Swim England Wavepower and safeguarding standards.
- Promote a supportive and inclusive environment for all our members.

Qualifications and experience:

- Minimum requirement of Swim England Level 2 Coaching Certificate.
- An ability to build strong rapport with swimmers at all levels, deliver high quality and engaging sessions in a way that maximises motivation and growth for our members.
- Good technical knowledge and a skills-focused approach to coaching.
- Excellent communication, organisation and time-management skills.
- The ability to lead, motivate and work effectively within a team.
- A strong commitment to swimmer welfare, inclusivity and a positive club culture.
- Willingness to support wider club events and activities.

What you'll get:

- A warm, welcoming and friendly club with a genuine family feel.
- The opportunity to shape a growing, thriving and ambitious club.
- A collaborative and supportive committee in seeking to grow and develop the club's potential.
- Encouragement and flexibility to bring your ideas and make a real difference.
- The freedom and encouragement to bring your own ideas while building on the strong foundations already established at RADS.
- The opportunity to work alongside current and former RADS swimmers who continue to contribute to the club and remain part of the RADS family.
- An established teaching and coaching team who are committed to developing swimmers and supporting one another.
- A fantastic group of swimmers who are motivated, enthusiastic and a genuine joy to coach.

How to apply

Apply now!

Send your CV and a short covering statement to the Club Secretary – secretary@radsswimming.org.uk, before the above closing date of 5th December 2026.