



North Coast Academy of Sport  
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## North Coast Academy of Sport Swimming Program Staff Application 2021

### About the Academy

Established in 1989, the North Coast Academy of Sport aims to assist young athletes from the region to achieve sporting excellence. The Academy is a non-profit organisation covering the NSW coastal region extending from Laurieton to Tweed Heads. Programs in numerous sports are offered, with the Academy working closely with the relevant state and regional sporting associations.

### About the Swimming Program

In 2019, North Coast Academy of Sport successfully reinstated an official swimming program after a lengthy hiatus. Swimming has been a historically sturdy sport throughout the North Coast and the Academy notes the strength of our region's swimmers and swim coaches.

Selected athletes' home coaches will also be invited to apply to join the program as Satellite Coaches which will include mentoring and coach development.

### Staffing Structure

Dependant on applications the Academy expects the swimming program staff structure to include the following positions:

Head Coach

Assistant Coach

Satellite Coaches

Consultant Coaches may be brought in for individual sessions

### Program Objectives

- To identify and develop talented junior athletes on the North Coast.
- To identify and mentor talented coaches of junior athletes on the North Coast.
- To maintain a swimming program of excellence.

The program will be delivered through weekend training days using the Trinity Aquatic Centre in Lismore as the program base. The Academy is proud to announce Trinity Aquatic Centre as program partner, enabling athletes to access a year-round open swimming pool. Pool and land-based programs will be offered for each athlete, with athletes being encouraged to complete a program commensurate with their age, experience and technical efficiency.

### Swimming Program Dates

Please note the Academy expects the program to run from July 2021 – January 2022 and include weekend training days and an away camp.

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Office  
of Sport



Your local club

Camps	Date	Location
Camp 1	Sunday 4-Jul-21	Trinity Aquatic Centre Lismore
Camp 2	Sunday 24-Jul-21	Trinity Aquatic Centre Lismore
Camp 3	Saturday 7-Aug-21	Trinity Aquatic Centre, Lismore
Camp 4	Sunday 29-Aug-21	Trinity Aquatic Centre, Lismore
Camp 5**	24-27-Sept-21	Boali Lodge, Thredbo
Camp 6	Saturday 9-Oct-21	Trinity Aquatic Centre, Lismore
Camp 7	Saturday 6-Nov-21	Trinity Aquatic Centre Lismore
Camp 8	Saturday 4-Dec-21	Trinity Aquatic Centre Lismore
Camp 9	Saturday 8-Jan-22	Trinity Aquatic Centre, Lismore
NCAS Education Program	Face to face offered during training sessions	Online & Face to Face Workshops
NCAS Academy Awards	May 2022	TBC

\*While we endeavour to work to the above dates, please note that these are subject change.

\*\*Thredbo is considered an optional camp for athletes; however, the Academy encourages all athletes to attend if possible.

### Inter-Academy Camp – Thredbo

This year, Academy athletes will have the opportunity to train and compete at the former AIS training centre in Thredbo. NCAS will be inviting athletes from the Central Coast Academy of Sport's Swimming Program (TBC), for 4 days & 3 nights of high-performance coaching, education and friendly competition.

Athletes and coaches will be staying at Boali Lodge, which is walking distance to the training centre. The Academy has budgeted for a limited number of coaches; you will be notified by the Academy should you be selected to attend.

### Contact

To contact the NCAS please phone Claire McCulloch, Sport Programs Manager via 0455 290 367 or email [programs@ncas.org.au](mailto:programs@ncas.org.au).

On behalf of NCAS, I extend my thanks to the coaches who apply for a position in the program in the hope of gaining a new and rewarding experience.

Thank You and Best Wishes,



**Claire McCulloch**  
Sport Programs Manager  
North Coast Academy of Sport

# North Coast Academy of Sport

## POSITION DESCRIPTION



### 2021 Swimming Program Assistant Coach

#### Duties of the position

1. In conjunction with the other program staff and Academy representatives, plan, develop and conduct a regional program for talented junior athletes under the principle of the Academy's STEP guidelines
2. Attend all program activities
3. Supervise, instruct and evaluate athletes in the program
4. Liaise with specialist consultants and guest coaches
5. Assist in the mentoring of the Satellite Coaches

#### Qualifications, Experience and Selection Criteria

##### Required

1. To have achieved, or be working towards Intermediate Coaching Accreditation.
2. Minimum of three years coaching experience at club level or higher level at the targeted age group
3. Current Working with Children Check
4. Current First Aid certificate (HLTAID003)
5. Current CPR certificate (HLTAID001)
6. Completion of Swimming Australia Safe Sport online course
7. Completion of Sport Integrity Australia (ASADA) Level-1 Anti-Doping Course

##### Highly Desirable

1. Demonstrated recent experience coaching club swimming at representative level
2. Demonstrated swimming program planning and monitoring skills
3. An understanding of the application of sports science to talent development programs
4. A broad sound understanding of the pathways available within the sport and how this relates to programs such as NCAS
5. Highly developed communication skills
6. Experience working effectively within a small management
7. Good organisational skills
8. Be experienced enough to be on selection panels
9. Confidentiality
10. Reliable and available weekends and committed to attending all program activities

#### Term

Assistant coaches are contracted for one program term. Coaches may reapply for the role in consecutive programs.

#### Professional Development Support

All coaches and managers are allocated \$200 per year to assist with any professional development expenses you have throughout that year. Please contact the NCAS Office if you have a professional development opportunity to which you would like to allocate these funds.

### **Communications**

Assistant Coaches will be required to communicate effectively with other program staff to support the success of the program. As directed, Assistant Coaches will be required to supervise Satellite Coaches. All program staff primarily report to the program's Head Coach.

The coach may also liaise with the Academy's Executive Director and Sport Programs Manager from time to time. The coach is ultimately accountable to the Academy's Program Management Committee.

### **Mandatory Requirements**

All Academy program staff are obliged to satisfy Prohibited Employment Legislation requirements under NSW Government Laws. NCAS requires all Academy program staff to hold;

- A valid NSW Working with Children Check
- Completed the Swimming Australia Safe Sport online course
- Completed the Sport Integrity Australia – Level 1 Anti-Doping course

<https://elearning.sportintegrity.gov.au/>

**Certificates of completion must be provided with your application.**

### **Relationship**

Your relationship with the Academy is voluntarily. There is no employee / employer relationship between you and the Academy.

# North Coast Academy of Sport

## POSITION DESCRIPTION



### 2021 Swimming Satellite Coach

The Satellite Coach position is open for application to coaches who have an athlete within the swimming program. Coaches who do not currently have an associated athlete within the NCAS swimming program may also apply. This position has been created with the intention of mentoring and developing local swim coaches as well as creating a high-performance space where local coaches can share their knowledge with others.

#### Duties of this position

1. Attend all program activities as determined by the Head Coach.
2. Assist in the coaching and management of the program as directed to other program staff.

#### Qualifications, Experience and Selection Criteria

##### Required

1. Hold a current Development Level Coaching Accreditation
2. Current Working with Children Check
3. Current First Aid certificate (HLTAID003)
4. Current CPR certificate (HLTAID001)
5. Completion of Swimming Australia Safe Sport module
6. Completion of ASADA Level 1 Anti-Doping course

##### Highly desirable

1. Experience coaching swimming club / association level and have shown a commitment to coaching
2. Demonstrate a desire to be committed to the program and a willingness to learn
3. Available weekends and training dates

#### Term

Satellite coaches are contracted for one program term. Coaches may reapply for the role in consecutive programs.

#### Professional Development Support

All coaches and managers are allocated \$200 per year to assist with any professional development expenses you have throughout that year. Please contact the NCAS Office if you have a professional development opportunity to which you would like to allocate these funds.

#### Communications

The Satellite Coach will be required to communicate effectively with other program staff to support the success of the program. All program staff primarily report to the program's Head Coach.

The coach may also liaise with the Academy's Executive General Manager and Sport Programs Manager from time to time. The coach is ultimately accountable to the Academy's Sport Committee.

#### Mandatory Requirements

All Academy program staff are obliged to satisfy Prohibited Employment Legislation requirements under NSW Government Laws. NCAS requires all Academy program staff to hold;

- A valid NSW Working with Children Check

- Completed the Swimming Australia Safe Sport online course
- Completed the Sport Integrity Australia – Level 1 Anti-Doping course  
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