



Your job

Job Title: Development Coach – Bewell Swim Squad

Service: Bewell

Grade: 6

Reporting to: Head of Performance

As a BeWell Development Coach, you will be part of a small team of Swim Coaches providing competitive coaching and instruction within the various leisure facilities across the Borough. You will follow the BeWell swim coaching programme to ensuring a high-quality service is delivered in competitive swimming.

The BeWell team are committed to supporting the health and wellbeing of our residents across the Wigan Borough. Whether this be supporting our talented residents through our swim coaching program or supporting individuals and community groups with existing exercise/ wellbeing programmes. We pride ourselves on offering an extensive and diverse range of physical activity to support our residents.

You will have the ability to work in a fast-paced environment whilst ensuring that you always deliver a high level of professional customer service.

Shift patterns will be varied and include a working pattern of split shifts, unsocial hours and working early mornings, evening, weekends and bank holidays where required.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (UKGDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

- Provide a high-quality standard of coaching by utilising a variety of motivation and discipline tactics to encourage competitive swimming.
- Follow an annual progressive coaching programme for the ability group. Ensuring the programme works in line with the aims of the squad, and the aquatic development plan.
- Have the flexibility to work across all sites within the Wigan portfolio to ensure as and when required so that Swimming Coaches can be placed at any leisure site to ensure service delivery is not disrupted.
- Support management in dealing with enquiries or complaints from parents / guardians regarding swimmers on the programme within your group.
- Follow a scheme of work and sessions plans, make any amendments as necessary and record them on registers or other evaluation documentation.
Monitor the achievements of individual swimmers through continuous; assessment in accordance with the swim squads agreed framework, and provide any feedback as necessary regarding their achievements, providing evidence of progression through the programme.
- Attend all Continuous Professional Development workshops provided to maintain knowledge and skills.
- Ensure the safe use and storage of any equipment required during a coaching session.
- Attend regular staff meetings as directed by management and regular monthly staff training.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need:

You must be able to demonstrate the following essential requirements:

- Swim England / Swimming Coach Level 2 Qualification or equivalent
- NPLQ or NRASTC qualification or ability to obtain
- Demonstrated experience of teaching / coaching experience
- Ability to travel and equipped to cross work at all sites within Wigan

- Excellent interpersonal skills and the ability to work with a range of staff and customers.
- High level of personal integrity with the ability to motivate swimmers and be able to maintain discipline.
- Good organisational, verbal and written communication skills.
- Ability to effectively instruct, coach and develop participants with differing abilities including those that may have varying disabilities.
- Ability to assess and record achievements.
- An understanding of the safe supervision of swimming guidelines of the Swim England and various other governing bodies.
- Knowledge of teaching/coaching techniques.
- Satisfactory DBS check

Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”