

## **Birmingham Blue Dolphins – Head Coach (Full Time, Exempt)**

**Location: Birmingham, Michigan**

**Start Date: Fall 2025**

We are seeking a visionary Head Coach to lead our historic program into its next era of excellence. The ideal candidate will inspire athletes to achieve their highest potential both in the pool and in life, while upholding the values of hard work, integrity, and teamwork. If you are passionate, driven, and ready to guide a highly competitive team with a proud legacy of success and a belief that every swimmer matters, this is a rare and exciting opportunity.

### **ABOUT BBD**

BBD is the longest-standing competitive swim club in the Detroit Metropolitan area and has won more USS and YMCA championships than any other team in the state. We are a highly accomplished competitive swim team of 350 athletes, ages 6-18, with over five decades of success across all age groups and championship levels.

Program Highlights:

- 44+ consecutive Eight & Under State Championships
- 9 USA Swimming 12&U State titles
- 18 Individual National Champions and 5 National Relay Champions
- 6 Olympic Trials qualifiers (2000–2024)
- Dozens of state, zone, and national-level team accomplishments

After 50+ years as a YMCA affiliated and managed team that competed in both Y and USA swim meets, we are heading into our first season as an independent USA Swim Club looking to expand our team, our training expertise, and continue our legacy of success. We are proud of our legacy, and even more excited for our future as a premier USA affiliated program.

### Mission Statement

The Birmingham Blue Dolphins (BBD) Swim Club is dedicated to developing swimmers of all levels from beginner to elite in a positive, inclusive, and challenging environment. Through personalized coaching and a strong culture of inclusion and mentorship, we nurture athletic performance alongside teamwork, confidence, character, and a love of the sport so our athletes grow as individuals and teammates, empowered to thrive both in swimming and in life.

### Vision Statement

The Birmingham Blue Dolphins (BBD) aim to continue our legacy of excellence in competitive swimming by combining high-level training with a strong commitment to fostering sport mastery and the personal growth of our athletes. We will stand apart through our supportive, family-oriented culture, inspiring our team members of all abilities to discover their potential, develop their skills, exceed their goals, give back, and build lifelong friendships through the sport of swimming.

### **THE OPPORTUNITY**

The Head Coach will lead all aspects of the BBD program, including overall leadership, strategic direction, daily practices and operations. This includes coaching, staff and athlete development, and collaboration with the Board of Directors and Parent Booster Board. This is a rare opportunity to take over a strong, well-resourced and supported team at a pivotal moment in its evolution.

We're looking for an experienced coach who:

- Has a proven track record coaching swimmers at the USA Swimming Age Group, Sectional, and National levels
- Can build and maintain relationships across the USA Swimming and Michigan Swimming communities
- Is prepared to lead a competitive club through a major organizational transformation
- Brings and implements deep technical and the latest evidence-based knowledge and training across all skill levels

## **KEY RESPONSIBILITIES**

### **Program Strategy & Vision**

- Build and lead a cohesive training philosophy across all age groups and skill levels (8&U through Senior)
- Cultivate a cohesive, inclusive, and positive team culture where athletes feel valued, supported and motivated
- Develop and implement a cohesive coaching philosophy
- Set and communicate performance goals aligned with long-term athlete development
- Design and implement seasonal training plans for both SCY and LCM seasons

### **High-Performance Coaching**

- Oversee and collaborate with the lead coach for senior-level and top-performing athletes
- Attend and coach at all major USA-S competitions (State, Zone, Sectional, Futures, Nationals, Olympic Trials, etc.)
- Develop a culture of accountability, resilience, and excellence
- Guide and support athletes and families through the collegiate recruiting process, including program identification, NCAA/NAIA compliance, and preparation of recruiting materials

### **Staff Leadership**

- Supervise, mentor, and develop a strong team of assistant coaches
- Conduct staff training, regular performance reviews, and coach development plans

### **Meet Planning & Logistics**

- Coordinate meet entries, staffing, team travel, and athlete readiness
- Leverage USA Swimming networks to ensure club participation in elite competitions
- Represent BBD at LSC, Zone, Sectional and National meets

### **Club Administration & Communication**

- Collaborate with the BBD Board of Directors and Parent Booster Board on strategic planning, budgeting and club operations
- Manage team equipment, training technology, and dryland programs
- Communicate regularly with families, staff, and swimming partners

### **Culture & Community Engagement**

- Uphold BBD's values of teamwork, sportsmanship, and athlete-centered growth
- Serve as a visible leader in the Birmingham swim community
- Lead team-building events, technique clinics, and club fundraisers

## **QUALIFICATIONS**

- Minimum five years of coaching experience, including leading a senior group or at a head coaching level
- USA Swimming Level 3 or higher certification (Level 4 preferred) and background check clearance
- Proven success coaching swimmers to Sectional, Futures, Y Nats, Junior Nationals, or higher
- Strong technical background in stroke mechanics and age-group development
- Expertise in evidence-based training methodologies (strength, speed, endurance)
- Demonstrated leadership during periods of team growth or restructuring
- Excellent communication, organizational, and interpersonal skills
- Strong relationships within the USA-S network (Michigan and nationwide)
- Availability for early morning, evening practices, weekend meets, and team travel

## **WHAT WE OFFER**

- Competitive salary and benefits commensurate with experience
- A very well-supported team with committed families and active leadership
- Access to training and competition venues, including performance-focused dryland facilities
- A unique chance to shape a nationally respected program during a historic transition

## **HOW TO APPLY**

Please email the following materials to [BBDrecruiting@gmail.com](mailto:BBDrecruiting@gmail.com):

1. Cover letter outlining your coaching philosophy and vision for BBD
2. Resume with certifications
3. Three professional references

Application deadline: September 12, 2025

Interviews ongoing

Team introduction meeting late fall