

Head Coach | Mississauga Artistic Swimming Club (MASA)



Position Summary: Head Coach - Starting July 1st, 2026

The Mississauga Artistic Swimming Club (MASA) is seeking a dedicated and experienced professional to drive the success of our diverse swimming streams. As the Head Coach, you will be a vital contributor to MASA's strategic goals, ensuring the club remains a top-tier program through:

- **Comprehensive Program Design:** Overseeing the technical evolution and delivery of Recreational, Provincial, and National/High Performance artistic swimming programs.
- **Team Mentorship:** Supporting the coaching staff across all levels to elevate technical standards and professional consistency.
- **Athlete Development:** Accelerating athlete progress from grassroots recreational skills to elite high-performance competition through focused training and performance tracking.
- **Strategic Collaboration:** Partnering with the MASA Executive Team to foster a culture of excellence and long-term organizational growth.

Who We Are

Located in the heart of the GTA, **MASA** is a premier club offering a full spectrum of programming—from our grassroots **AquaGo!** and Regional programs to our high-performance Provincial, National and Masters streams. Our mission is to foster an inclusive, high-energy environment where every swimmer can reach their full potential both in and out of the pool.

Key Responsibilities:

- **Program Design & Delivery:** Lead the strategic design and delivery of MASA's competitive programming, including developing seasonal plans, training schedules, and conceptualize guest experts or external training opportunities.
- **Multi-Stream Collaboration:** Drive the development of Provincial and National competitive athletes while supporting Regional, Adaptive, and Recreational programs.

Key Responsibilities (Con't):

- **Regulatory Compliance:** Ensure all club activities strictly adhere to the policies and standards established by Ontario Artistic Swimming (OAS), Canada Artistic Swimming (CAS), and the MASA Board of Directors.
- **OAS Liaison:** Serve as the primary representative for MASA at OAS meetings and provincial training events, ensuring the club stays informed and influential within the sport.
- **Coaching Mentorship:** Support MASA coaches in all aspects of team communication, technical skill development, and competition preparation; oversee the approval of coach cards for all sanctioned events.
- **Staff Leadership:** Organize, facilitate, and attend monthly coaching staff meetings to ensure alignment on club goals and technical standards.
- **Operational Oversight:** Manage coach scheduling and review payroll submissions for accuracy and timeliness.
- **Executive Partnership:** Collaborate closely with the MASA Executive team and other senior coaches; attend Board meetings to provide comprehensive program updates.
- **Relationship Management:** Cultivate and maintain inclusive, collaborative, and professional relationships with all coaches, athletes, families, and board members.
- **Conflict Resolution:** Proactively navigate and resolve internal conflicts using constructive strategies to maintain a positive and performance-oriented team environment.
- **Brand Advocacy:** Support the club's growth by maintaining a strong professional presence on social media and assisting with marketing initiatives.

Qualifications & Expectations:

- **Technical Expertise:** Significant experience coaching at the Competitive or High-Performance level.
- **Certifications:** Competition Introduction Certified (required,) Competition Development (preferred), in good standing with CAS/OAS.
- **Leadership Skills:** Exceptional organizational, communication, and interpersonal skills to manage a multi-pool environment.
- **Commitment:** This is a full-time role involving both administrative leadership and active on-deck coaching.

What We Offer:

We provide a professional environment designed to support long-term career growth and stability:

- **Competitive Salary:** Commensurate with experience and industry benchmarks.
- **Year-Round Position:** Full-time, permanent employment providing annual stability.
- **Professional Development:** Funded opportunities for continuing education and advanced certifications.
- **Growth Incentives:** Annual bonus eligibility based on club expansion and performance milestones.

How To Apply:

Ready to lead the next generation of MASA athletes? Please submit your résumé and a cover letter detailing your coaching philosophy and why you are the right fit for Mississauga Artistic Swimming to:

Victoria Wynne, Director of HR (hr@swimmasa.com).

