



Posted: 04/22/2025
Annual Salary: \$50,200.00 - \$55,800.00
Status: Exempt, Full-time

[The College of Idaho](#) is seeking applications and recommendations for the position of **Head Coach, Swim/Dive and Aquatics Director**. This position will instruct the men's and women's swimming and diving team and will be responsible for the administrative functions required for the team's success. Additionally, this position will be responsible for the overall maintenance and operations of the aquatics facility throughout the year.

The Head Coach will oversee the comprehensive management of the swimming and diving program, encompassing recruitment strategies, scheduling of competitions, and overall meet logistics. This role requires the organization of volunteer support and active engagement in fundraising initiatives. Technical instruction aimed at athlete development is paramount, with an approach to designing tailored strength and conditioning programs. Furthermore, the Head Coach will set academic objectives for the team, implement required study table protocols, and closely monitor the academic performance of athletes to ensure compliance with eligibility standards.

The Aquatics Director manages the operational aspects of the facility, including budget oversight, safety protocols, and the recruitment and supervision of lifeguards. Responsibilities also entail optimizing the facility's master schedule and executing pool maintenance, which includes monitoring chemical levels and identifying maintenance needs. Maintaining accurate records for water chemistry and facility upkeep is crucial for ensuring regulatory compliance and safety.

The position requires a Bachelor's degree in physical education, recreation, health, or a related field. Preference will be given to candidates with prior competitive swim and/or diving coaching experience, particularly at the collegiate level. Applicants must possess current CPR/First Aid certification, be a certified Lifeguard and/or a certified Lifeguard Instructor, and become a Certified Pool Operator within the first three months of employment. Although a current swim instructor certificate is preferred, it is not mandatory. Successful experience in recruiting is essential, and the selected candidate must complete the NAIA Champions of Character coaches course within the first two weeks of employment. Additionally, the ability to work non-traditional hours, including weekends and evenings, is required, along with a willingness to travel up to 30% of the time.

Candidates must be authorized to work in the United States as of the expected hire date and throughout the date of their employment without sponsorship from The College of Idaho. A current valid driver's license is also required and candidates must be vehicle insurable.

The College offers competitive benefits including tuition waiver for dependents, health insurance, a retirement plan with employer match, generous paid time off, free access to on-campus fitness centers, and free admission to campus events. Spouses, domestic partners, and dependents are eligible for benefits coverage.

A complete application will include a current résumé, a cover letter addressing qualifications for the position, and the names and contact information of three (3) references: two (2) from management and one (1) professional, sent to hr@collegeofidaho.edu. Review of applications will begin immediately and continue until the position is filled. As we move through the application review process, additional information may be requested from qualified candidates.

With over 134 years of history, The College of Idaho is a regional and national leader in higher education. The College of Idaho is an [inclusive community](#) of exceptional learning that challenges the ambitious and forges pathways to success and purpose.

The College of Idaho is proud to be an equal-opportunity employer. We are dedicated to attracting, retaining, and optimizing performance and academic excellence through an inclusive workforce. The College does not discriminate on the basis of sex, race, color, age, religion, disability, national and ethnic origin, veteran status, sexual orientation, gender identity, or any other basis protected by law.