



**POSITION:** Varsity Swim Head Coach

Norfolk Christian School is seeking a passionate, Christ-centered leader to serve as the Varsity Swim Head coach within our growing athletic department. This is more than a coaching opportunity. It is a chance to influence the lives of young people, build a transformational athletic culture, and help develop student-athletes who pursue excellence in faith, character, academics, leadership, and competition.

At Norfolk Christian, we believe athletics are an extension of the educational mission of the school. Coaches are educators, mentors, and servant leaders who play a critical role in shaping the next generation of Christian leaders.

We are seeking coaches who are committed to developing people first and athletes second while building competitive programs that reflect the values and mission of Norfolk Christian School.

**POSITION SUMMARY:**

The Varsity Swim Head Coach serves as the leader of the Norfolk Christian Swim Program and is responsible for building and sustaining a Christ-centered culture that develops student-athletes spiritually, academically, personally, and athletically.

The Head Coach provides leadership for all aspects of the swim program, including athlete development, program administration, team culture, and competitive performance. This individual is responsible for creating a positive, disciplined, and growth-oriented environment that challenges student-athletes to pursue excellence while representing Norfolk Christian with integrity, humility, and sportsmanship.

The Varsity Swim Head Coach works collaboratively with the Athletic Department to advance the mission, vision, and strategic initiatives of Norfolk Christian Athletics while fostering strong relationships with student-athletes, families, and the broader school community. This position is ideal for a coach who is passionate about developing swimmers, mentoring young people, building a sustainable and competitive program, and creating an exceptional student-athlete experience rooted in a Christian worldview.



## **WHAT WE BELIEVE:**

- ❖ Athletics are viewed as an extension of the classroom and a platform for discipleship.
- ❖ Coaches are empowered to lead programs, not simply manage teams.
- ❖ Student-athlete development is valued alongside competitive success.
- ❖ Character, leadership, service, and faith are foundational components of our athletic experience.
- ❖ We are committed to building a unified athletic department culture where coaches collaborate, innovate, and support one another.
- ❖ We believe the impact of a coach extends far beyond the scoreboard.

## **QUALIFICATIONS:**

The ideal candidate will demonstrate:

- ❖ A personal relationship with Jesus Christ and a lifestyle that reflects Christian character and values.
- ❖ Agreement with and commitment to the mission and philosophy of Norfolk Christian School.
- ❖ Active involvement in a local evangelical church.
- ❖ A passion for mentoring and developing young people.
- ❖ Strong leadership, communication, and relationship-building skills.
- ❖ The ability to create and sustain a positive, disciplined, and growth-oriented team culture.
- ❖ Knowledge of sport-specific skills, strategy, and athlete development.
- ❖ A commitment to servant leadership and education-based athletics.
- ❖ Previous coaching experience at the high school, collegiate, club, or comparable level preferred.
- ❖ CPR/AED certification or willingness to obtain certification upon hire.

## **KEY AREAS OF RESPONSIBILITY:**

1. Program Leadership & Culture
2. Student-Athlete Development
3. Coaching Staff Leadership
4. Parent & Community Engagement
5. Athletic Department Collaboration
6. Program Administration & Compliance

To apply, please follow [this link](#) and submit a cover letter, resume and Christian testimony.