PRIMARY JOB PURPOSE

Within the guidelines and constraints determined by Singapore Swimming Association (SSA), the Water Polo Assistant Technical Director is a role to assist the Technical Director in the delivery of Singapore Water Polo technical strategies and plans, including establishment and management of the Pathway Development Centers (PDC), development of a systematic and relevant training program for the National Teams, NYDS and PDCs, strengthening the strategies of both the Men’s and Women’s National Teams, enhancing the competencies of local coaches and providing technical direction and the development of water polo in Singapore. This post is a full-time position based in Singapore under the employment of Singapore Swimming Association (SSA).

Reports to the Technical Director in all matters pertaining to Water Polo in Singapore.

A. JOB RESPONSIBILITIES

1) Effective Relationship and communication with SSA’s Partners and Stakeholders
   
i. To work closely with the SSA’s partners and stakeholders including SportSG, its affiliates, other national federations, and sponsors to ensure alignment.

2) Technical Responsibilities – To assist the Technical Director in the following scope: -
   
i. Assist in the development of the SWP high performance strategies including athletes and coaches’ development pathways in accordance with the objectives established in the MYSP and by SSA.

   ii. Contributes to the development of the SWP technical strategies and plans, including the articulation of multi-year and annual MYSP to achieve the established performance objectives and to assist and advise the Technical Director on defining the Multi-Year Sports Plan for Water Polo.

   iii. Reviews SWP’s technical performance against short, intermediate and long-term plans, provides analysis & recommendations, and makes appropriate adjustments as required.
iv. To work in partnership with the Sport Director in the implementation and progress reporting of SWP’s Multi-Year Sports Plan (MYSP), which includes SWP’s high performance targets and a sustainable pipeline.

v. Working closely with the Head Coaches, ensures that strong international training and competition calendar are designed for all NTs.

vi. Assist in managing and monitoring all National Team Programmes, NYDS and PDC programmes including coaching staff impacting these programmes, ensuring that their responsibilities, authorities, and accountabilities are clearly defined, understood, carried out, and evaluated.

vii. To direct the Pathway Manager in putting in place governance and programs to enhance the daily training environment of the players. These includes putting in place coaches’ education pathways as well as athletes’ development pathways, local competitions, and participation programs.

viii. Assist in mentoring and nurturing the NYDS Coaches and PDC Coaches, by changing the attitudes of coaches through one-to-one tutoring that will include pool deck practical lessons, to institute a common curriculum to achieve the necessary fundamental standards.

ix. Assist in the training development program for the NYDS from learn-to-train to learn-to-compete levels, to equip them with the necessary skill sets of attack and defense strategies for the National team and to assist the NYDS coaches to motivate the youth players.

x. To deliver the technical component of the Integrated Coach Level 1 and Integrated Coach Level 2 Coaching Courses in partnership with CoachSG.

xi. Assist in nurturing the School, Club and ActiveSG academy coaches through Continuing Education Programs, Clinics as well as pool deck sessions.

xii. Work closely with the Singapore Sports Institute Scientist Support Group on high performance plan to provide sports science and medicine support for national athletes.

xiii. To assist schools, clubs and ActiveSG academy coaches in developing coaching strategies and athlete development strategies that will help the school and clubs to increase their pipelines and improve quality and competency of their players.

xiv. To assist in overseeing the development of the curriculum for the training programs at Sports School and the nurturing of the Sports School players working closely with the Sports School management, staff and coaches.

xv. To assist in the promotion and outreach of water polo and increasing participation in Singapore.

xvi. To assist in the planning and design of the National Competitions to meet the SWP’s MYSP objectives.
3) Performance Targets
   i. To assist the Technical Director in conducting 10 mentoring sessions for coaches per month.
   ii. To assist the Technical Director in the conduct of at least 4 pool deck tutorial sessions per month.
   iii. To assist the Technical Director in qualifying 7 X Level 2 coaches by end 2022 and another 7 by end 2023.
   iv. To assist the Technical Director to improve the quality of 20 X Level 2 Coaches and 40 X Level 1 coaches by 2023.
   v. To assist the Technical Director in establishing up to 5 PDCs by 2024.
   vi. To assist the Technical Director in completing the learn-to-train program by 2022 and the learn-to-compete program by 2023.

4) Team Communication
   i. Assist to communicate SSA policies to all team members (including but not limited to Team By-Laws, Anti-Doping Policy, Member Protection Policies) and complete incident reports of any breaches.

5) Programme Budget
   i. To assist the Technical Director in preparing and implementing the high-performance & development budget.

6) Reports
   i. Follow up on all incidents and report to Technical Director on final outcomes.
   ii. To capture database of athlete performance and progressive updates on NT, NYDS and PDC’s performance and training plans.

B. JOB HOLDER REQUIREMENTS

1) Experience
   o Possess relevant Water Polo coaching certifications.
   o Experienced in coaching water polo successfully at competitive club and / or national levels.
   o Demonstrates a clear understanding of the issues relating to managing a competitive water polo team.
   o Has the demonstrated capacity to coordinate activities, people and resources and to maintain appropriate monitoring and controls.
o Demonstrates technical knowledge of water polo to enable understanding of specific water polo administrative procedures and technical requirements of the athletes and other officials.

o Has the interpersonal skills and technical expertise to provide an effective link between team members and Championship officials and technical committees.

o Experienced in developing season plans.

2) **Personal Attributes**

  o Has the interpersonal and management skills to successfully motivate and direct coaches/athletes/officials where relevant.

  o Works effectively with people and shows respect and sensitivity to their needs.

  o Demonstrates a logical approach in weighing up issues and coming to a decision.

  o Demonstrates strong written and verbal communication skills and able to provide reports when required.

  o Demonstrates ability to handle crisis situations.

  o Shows enthusiasm and preparedness to put coaches/athletes/officials performance before personal considerations.

  o Available to attend all pre-competition meetings, training camps and meets if require.

  o Ability to work on weekends.

  o Ability to travel overseas.

**Deadline:** 14 April 2022  
**Application Response:** contact@swimming.org.sg