



POSITION TITLE	:	TECHNICAL DIRECTOR - SWIMMING
TERM	:	FULL TIME
SPORT	:	AQUATICS (SWIMMING)
SALARY	:	commensurate with qualifications and experience

OVERVIEW

The Malaysia Swimming Federation (MAS) is on the hunt for a visionary Technical Director to lead the holistic development of swimming in Malaysia.

The ideal candidate is vastly experienced and dynamic, and will bring leadership and technical prowess towards building capacity at all levels from development to high performance for Malaysia Swimming.

As an integral part of the national team, the Technical Director will be instrumental in shaping team strategies and policies, planning and assessing qualifying procedures and standards, evaluating program success, and steering the future direction of our national programme to achieve set performance objectives established by Malaysia Swimming.

In collaboration with the National Head Coach, they will be tasked with overseeing national-level swimmers, setting forth innovative training strategies, and preparing athletes for both domestic and international competitions.

ABOUT US

The Malaysia Swimming Federation (MAS) is the national governing body for aquatic disciplines (swimming, diving, artistic swimming, waterpolo, open water swimming, and masters swimming) in Malaysia, and is affiliated to World Aquatics, the international governing body.

KEY RESPONSIBILITIES

1. Leadership and Oversight

Lead all coaching activities of Malaysia Swimming in accordance with the mission, objectives, by-laws and policies established by the Association and/or the National Sports Council of Malaysia;

2. Strategic Planning and Development

Develop a strategic plan for the sustainable and multi-year development of high performance swimming in Malaysia from junior to the senior level to achieve set performance objectives;

Determine clear and transparent pathways for coaches and athletes at all levels ensuring developmental objectives are achieved;

Set the direction for the progression of the team from development, youth to senior/elite level;

3. Training and Development

Provide all necessary training manuals, guides, written materials, verbal instructions, or actual demonstrations to elucidate the principles and objectives of the prescribed training. This includes the provision of any new or revised training materials;

Develop quality training programmes that maximises swimmers' potential and performances, including periodisation planning;

Work with relevant parties to incorporate sport science elements into the daily training programmes and competitions;

Monitor daily training sessions, ensuring the implementation of planned programmes with the correct quality and intensity;

4. Team and Individual Objectives

Set overarching goals for the team, assistant coaches, state coaches and individual swimmers;

Develop and foster a positive team culture amongst coaches and swimmers that motivates and enables high performance;

5. Coordination and Participation

Plan and coordinate participation in scheduled competitions, training camps, clinics and workshops and all professional development opportunities;

6. Performance Metrics, Measurements and Reporting

Collaborate with the Head Coach and other coaches in setting KPIs for each training phase and competition to achieve long-term multi-year objectives;

Prepare comprehensive monthly reports or any other reports as required or instructed by the Management;

Ensure data collection for performance/training is managed and gaps analysed to maximise the efficiency of coaching, training and performance across all levels to meet performance objectives;

7. Coach Development and Structure

Develop and implement a coaching structure/plan that spans from development to senior levels that builds capacity and ensures development and performance objectives are met;

Facilitate and conduct workshops, and engage in communication amongst coaches in the sharing of knowledge, technical expertise, education and awareness;

8. Training Camps and Programmes

Consistent implementation of training camps at both state and national levels to ensure continuous developmental and performance objectives are met;

QUALIFICATIONS

1. A Bachelor's Degree in Sports Science, Physical Education, or related field. A Master's Degree would be an added advantage;
2. Minimum of 10 years experience in elite high performance coaching or a similar high performance sporting environment;
3. Proven track record in leading, managing and developing high performance programmes;
4. Strong understanding of sport science, nutrition, and physiotherapy in the context of elite athlete development;
5. Exceptional leadership, communication and interpersonal skills;
6. Ability to communicate effectively and collaborate with a wide range of stakeholders including the National Sports Council of Malaysia, athletes, coaches and sport science professionals;
7. Proficiency in using modern training technologies and methodologies towards obtaining high performance;
8. Previous experience in a similar role would be highly advantageous.

Candidates driven by passion and expertise, eager to make a splash in the Malaysian swimming scene, are invited to send their detailed CV, cover letter with salary expectations, and relevant certifications to malaysia.aquatics@gmail.com

Applications will be received until 22 September 2023, or until the position is filled.

We are an equal opportunity employer and thank all applicants for their interest. Only those shortlisted for an interview will be contacted.