Disability Pathway Coach

Swim Ireland is the National Governing Body (NGB) for Swimming, Para Swimming, Water Polo, Diving and associated Aquatic Disciplines on the island of Ireland. Swim Ireland's Head Office is based at Irish Sport HQ, National Sports Campus, Blanchardstown, Dublin 15 with circa 60 employees. Swim Ireland's remit as a Governing Body is to increase participation, run the competitive aspect of our sport and to provide a framework for regulation. For further information, please see our website at www.swimireland.ie.

In recent years Swim Ireland have significantly increased participation of persons with a disability in aquatics. This has been possible through Sport Ireland Dormant Accounts funding, led by Swim Ireland Participation department and through the transition of para swimming from Paralympics Ireland. We recognise that creating a pathway is an important step in supporting continued participation for persons with a disability.

To continue this development, we are currently recruiting for a newly created role of Disability Pathway Coach to join our dynamic team. This role will also support the integration of Para Swimming into Swim Ireland.

For more information, please read Sport Ireland policy on Diversity and Inclusion in Sport

Swim Ireland's selection process aims to ensure that we get the right people recruited into the right role. We want to ensure that you have the best opportunity to display your skills and experience. Swim Ireland has identified Core Values that we consider to be integral to delivering exceptional service to our stakeholders. These Core Values are

- Skills, Professionalism, Knowledge
- Wellbeing & Inclusivity
- Integrity and Excellence in Governance
- My Passion, Our Vision
- Teamwork & Collaboration

If selected for interview, you will be provided with a candidate support pack giving you information and guidance on the selection process.

Role and Reporting Structure

Reporting to the National Para Swimming Head Coach and working within the Clubs and Education Department and the Participation Department, the Disability Pathway Coach will support the development and delivery of the pathway programme for swimmers with a disability. They will encourage and promote best practise when working with swimmers with a disability, and support Swim Ireland club committees and coaches in the delivery of disability programmes.

The Disability Pathway Coach will grow relationships with and support other disability representative sporting organisations (such as Vision Sport Ireland, Down Syndrome Swimming Association, Deaf Sport Ireland etc.) to enhance and/or develop pathways for swimmers who are members of a Swim Ireland affiliated club.

Key Areas of Responsibility

- Integration Support – in collaboration with Club Support Officers, Activation Officers, Regional Pathway Development Coaches, National Para Swimming Head Coach, and representatives from

disability sporting organisations, the role holder will work with Swim Ireland clubs to be inclusive by:

- Signposting Swim Ireland Participation programme swimmers to suitable club programmes.
- Monitoring and supporting delivery of stand-alone club swimming programmes for swimmers with a disability and supporting the integration of swimmers with a disability within club swimming programme.
- Identifying training needs of club committees and coaches, which will depend on specific support needs of swimmers with a disability.
- Providing bespoke training or identifying suitable training providers to continually develop Swim Ireland coaches.
- Engaging with Swim Ireland Education Team to deliver an annual calendar of inclusive training available to all Swim Ireland Coaches and Teachers.
- Ensuring safeguarding of swimmers with a disability is prioritised in all support and development initiatives with clubs.

- Club Engagement – the Disability Pathway Coach will provide on the ground support for clubs, to include:
  - Club visits and events.
  - Contributing to monthly club connect newsletter to provide relevant updates.
  - Phone calls and emails to club volunteers.
  - Improving the club volunteer and swimmer experience.
  - Maintaining and developing existing relationships with Swim Ireland clubs and regions, Local Sports Partnerships, Swim Ulster, Sport Ireland, Paralympics Ireland, Special Olympics, Deaf Sport Ireland, Irish Down Syndrome Swimming Association, Vision Sport Ireland, Active Disability Ireland, Disability Sport NI, and other representative bodies for persons with a disability.
  - Measuring the impact of all engagements with Swim Ireland clubs.
- Pathway Programme Support – the role holder will work collaboratively with the Swim Ireland Performance Team and disability representative sporting organisations to support identified swimmers with a disability to access pathway programmes by:
  - Identifying swimmers within club programmes to progress to Regional and National Programmes.
  - Supporting the development of a pathway programme for such swimmers.
  - Supporting the integration of swimmers within Regional and National Programmes, as relevant.
  - Support the organisation of monthly national programme days and coordinate with relevant stakeholders.
  - Establishing and periodically reviewing Regional and National competition entry standards.

Other

- Ensure Swim Ireland website is up to date with relevant resources and club support information.
- Respond to all phone and email queries within 24 hours.
- Attend events and networking opportunities as required.
- Deliver on relevant objectives within the Swim Ireland strategy, DEIB Action Plan, Women in Sport Strategy and Communications Framework.
- Engage with other Swim Ireland departments to deliver programmes, initiatives and other strategic objectives.
- Other duties as required.

Education and Experience

- Relevant experience in a similar role, or previous experience in a sports environment.
- Relevant Third Level Qualification.
- Level 2 Swim Ireland Coaching Qualification is an advantage.

Key Qualities

- Excellent communication and administration skills, with attention to detail.
- Excellent people skills, willing to meet new people and work with volunteers.
- Comfortable presenting and directing meetings.
- Strong work ethic, flexibility and adaptability.
- Team player, with ability to work on their own initiative or under pressure.

Essential Requirements

- Be eligible to work in Ireland on a full-time basis.
- Some evening and weekend work is expected, availability for flexible working hours is required.
- Full, clean driving license and access to vehicle.
- Excellent working knowledge of IT and software packages including MSOffice, Word, Excel and PowerPoint.

Applicants should note that this list is not exhaustive and is subject to change as required as appropriate.

Remuneration and Location

- Salary commensurate of qualifications and experience (commencing at €30,000)
- Hours per week: 32 hours per week
- Position Tenure: 3 year fixed-term part-time contract.
- Position Location: Swim Ireland Head Office, Irish Sport HQ, Sport Ireland Campus, Blanchardstown, Dublin 15, with hybrid working included in this role.

Appointment will be made subject to satisfactory: Safeguarding and vetting requirements and reference checks.

Applications can be submitted here: Disability Pathway Coach

Closing date for applications is close of business Friday 25th September, 2026.

At Swim Ireland, we are dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about this role but your experience doesn't align perfectly with every element in the job description, we encourage you to apply anyway. You may be just the right candidate to for this or other roles. Swim Ireland is an Equal Opportunities Employer.