

**Key Details:**

Job Title: Head Coach, Flames

Type: Part-Time, Contract. September 2026 – June 2027

Hours: 9 hours per week plus administration and competitions.

Location: 3701 Danforth Avenue, Scarborough, ON M1N 2G2. This is a fully on-site position.

Rate: \$30.00 to \$34.50 per hour (based on experience and qualifications).

Deadline: Submission of cover letter and resume are due no later than August 28th, 2026.

Reports to: Manager, Programs

Vacancy: This is a position to be filled.

AI Disclosure: Variety does not use artificial intelligence or automated tools to screen, assess, or make hiring decisions. All applications are reviewed by our hiring team.

Variety is committed to building an inclusive workplace that embraces diversity, values differences, and supports the full participation of all employees. We welcome applications from those who are passionate about contributing to a workplace culture where everyone feels valued and included. We welcome applications from racialized persons/persons of colour, Indigenous persons, persons with disabilities, 2S & LGBTQIA+ persons, and anyone who can add to the diversity of our team.

About Us:**VARIETY GROUP OF COMPANIES OVERVIEW**

There are three companies that make up the Variety Group of Companies (Variety):

- Variety - the Children's Charity (Ontario)
- Variety Village
- Variety Club of Ontario – Tent 28

Variety - the Children's Charity (Ontario) supports programming for children with a disability at Variety Village and throughout the province. Variety programming is inclusive and powered by sport, transforming the lives of individuals and families, while creating more inclusive communities across Ontario.

Variety -the Children's Charity (Ontario) is funded through individual donors, corporate sponsorship, fundraising activities, federal and provincial governments, and foundations.

Variety - the Children's Charity (Ontario) is part of an international charity that has been in operation since 1928. The charity began in Pittsburgh and spread throughout the United States. The chapter in Ontario was the first chapter outside the United States and is now one of the 5 Variety Chapters in Canada. It was founded in 1945, and the original mission of the charity was to build a school for boys with a disability who could not receive an education in the mainstream school system. The school was called Variety Village. Variety Village operated as a school until it became a centre of para-sport excellence.

Since the 1970s, Variety athletes and coaches have represented Canada at every summer Paralympic games. Currently, Variety Village is a 170,000 square foot facility and operates as a fitness centre for the general community as well as offering programs, training and camps for children of all ages and abilities.

Vision Statement:

"A Welcoming Community and World-Renowned Facility that Empowers All."

Mission Statement:

"As a Charity, we embrace a people first philosophy, prioritizing inclusivity and support for all. Our Mission is to empower individuals to connect, thrive, and achieve their personal bests."

Values:

Inclusivity: We host events, deliver programs, and create programs for all.

Respect: We foster a culture of mutual and equal respect.

Trust: We create a safe and trustworthy environment for active participation and are a trusted source of expertise.

Empowerment: We facilitate personal growth and development.

The Opportunity:

The Head Coach, Flames is responsible for the overall leadership, development, and quality of the Flames swim team programming at Variety Village. The role focuses on athlete development, coach leadership, and program excellence while fostering a positive, inclusive, and athlete-centred environment.

The Head Coach will directly coach one or more training groups while overseeing program design and delivery across all teams. A key focus of this role is strengthening the pathway from swimming lessons into swim team programming, ensuring clear, inclusive progression opportunities for athletes of all abilities and goals.

Key Areas of Responsibility:

Program Leadership & Athlete Development

- Lead the design and implementation of a cohesive, progressive Flames Swim Team program across all training levels and groups.
- Oversee athlete development across pre-competitive, competitive, and para swimming pathways within the Flames Swim Team.
- Establish clear progression pathways, benchmarks, and appropriate training group structures.
- Monitor athlete development, performance, and engagement throughout the Flames Swim Team.
- Foster a safe, inclusive, and athlete-centred environment that supports both development and enjoyment.

Coach Leadership & Mentorship

- Lead, mentor, and support the Flames coaching team and volunteers.
- Provide regular feedback, evaluation, and professional development opportunities for coaching staff.
- Support coaches in planning, program delivery, and athlete management.
- Establish clear expectations and accountability for coaching standards and athlete experience.
- Lead regular coaching meetings and contribute to a collaborative team culture.

Coaching

- Directly coach one or more Flames Swim Team training groups.
- Provide on-deck support and guidance to coaches through observation and feedback.
- Model best practices in inclusive and athlete-centred coaching.

Competition & Planning

- Oversee competition planning for the Flames Swim Team.
- Support athlete and coach preparation for appropriate competitive opportunities.

- Coordinate meet participation, entries, and communication with families.

Pathway Development & Collaboration

- Collaborate with aquatics and swim lesson teams to strengthen the transition from swimming lessons into Flames Swim Team programming.
- Support athlete identification, assessments, and placements within appropriate training groups.
- Contribute to program growth through athlete retention and recruitment initiatives.

Administration & Operations

- Support program planning, scheduling, and communication.
- Maintain athlete tracking, records, and program data.
- Collaborate with Variety Village staff on strategic planning and program development.
- Provide input on coach hiring, onboarding, and performance management.

Community & Culture

- Build strong relationships with athletes, families, and the broader community.
- Represent Variety Village within the swimming community.
- Promote a culture of inclusion, respect, accountability, and lifelong participation in sport.

Safety & Professional Development

- Ensure safety and Safe Sport principles are upheld at all times.
- Participate in staff training and ongoing professional development.

Qualifications:

- Current CPR, First Aid, and AED certifications.
- NCCP Level 1 (Level 2 or higher preferred).
- Experience coaching swimmers across a range of abilities, including para and/or Special Olympics athletes.
- Demonstrated experience mentoring or leading other coaches.
- Strong understanding of athlete development pathways in swimming.
- Excellent leadership, communication, and organizational skills.
- Experience with swim software (e.g., HyTek, Team Unify) considered an asset.
- Commitment to inclusive, athlete-centered coaching and development.

How to Apply:

Expressions of Interest should include a resume and cover letter addressed to Human Resources at:

humanresources@varietyontario.ca

Applicants should be prepared to participate in a multi-step interview process, and the successful candidate will be requested to complete a Criminal Record Check.

Variety Village is committed to providing an inclusive and accessible recruitment process. Accommodation requests can be made at any stage of the recruitment process, provided the applicant meets the qualifications and requirements outlined in the job posting. Applicants are encouraged to communicate their accommodation needs when contacted.

We thank all candidates for their submission. Only shortlisted candidates will be contacted with further details regarding the next stage(s) in the interview process.

For more information, please visit: www.varietyvillage.ca