



Job Posting: 2026-27 Adaptive Programs Lead

Job Description:	2026-27 Adaptive Programs Lead
Term:	10 Month Term (annual renewable contract)
Reports to:	Technical Director
Direct Reports:	Program Coaches, Guest Experts
Number of Positions:	1
Compensation:	\$9,000-\$11,000, commensurate with experience
Application Deadline:	September 25 th , 2026

SUMMARY

Ontario Artistic Swimming (OAS) is seeking an Adaptive Programs Lead for the 2026-27 season. Reporting to the Technical Director, this annual renewable contract position is responsible for coordinating, implementing and overseeing OAS adaptive programming initiatives, with particular responsibility for the year-round Adaptive Athlete Training Program and the Adaptive Provincial Team. The role combines program administration, athlete and family support, technical coordination, coach oversight, inclusive program development, and monitoring and reporting. The Adaptive Programs Lead will uphold OAS Values and all relevant OAS and Canada Artistic Swimming policies while helping create sustainable, high-quality pathways for athletes with disabilities across Ontario.

KEY RESPONSIBILITIES

- Work with the Technical Director to translate OAS adaptive programming priorities into annual program plans, schedules, delivery timelines and operating requirements.
- Coordinate and oversee the year-round Adaptive Athlete Training Program, including athlete participation, integrated training opportunities with able-bodied athletes where appropriate, additional adaptive coaching supports, facility/pool requirements, and ongoing athlete support.
- Develop individualized athlete support and development approaches, recognizing that progress may be measured through skill execution, independence, communication, confidence, attendance, competition readiness and continued participation.
- In collaboration with the Technical Director, establish and administer the process and criteria for the 2026-27 Adaptive Team Ontario selection process and participate in all selection activities.

- Coordinate delivery of the Adaptive Provincial Team, including training schedules, practice planning, routine development and revision, figure preparation, competition preparation, athlete accommodations and support requirements.
- Attend identified competitions with the Adaptive Provincial Team, including the 2027 Canada Cup and any other approved out-of-province events included in the team competition plan.
- Identify adaptive equipment and inclusion-support needs and coordinate the appropriate use, inventory and distribution of OAS-owned adaptive equipment across provincial programming, club support and inclusive development opportunities.
- Identify and coordinate athlete-specific competition attire, adaptive outfitting, accessibility, travel and participation supports where applicable, in accordance with approved OAS program budgets and processes.
- Provide clear and timely communication to athletes, families, program coaches, home club coaches and other stakeholders regarding program schedules, expectations, selection, accommodations, travel and competition requirements.
- Teach, mentor, educate, delegate to, supervise and evaluate program coaches and guest experts as appropriate, and support consistent delivery of safe and inclusive programming.
- Participate in Team Ontario and other OAS provincial programming sessions as required, including leading stations, exercises or adaptive training components.
- Work with OAS staff to support the expansion of adaptive programming at the club level, including sharing practical resources, identifying program needs and contributing technical guidance to clubs seeking to introduce or strengthen adaptive opportunities.
- Contribute to adaptive and inclusive coach education initiatives, including identifying relevant education needs, resources, guest experts, workshops or mentorship opportunities for OAS coaches and clubs.
- Act as Chair of the Ontario Adaptive Artistic Swimming Committee and use the committee as a resource for program development, feedback and continued growth of adaptive artistic swimming in Ontario.
- Liaise with the Marketing and Communications team to support promotion of adaptive opportunities and capture program updates, participation outcomes and impact stories, subject to appropriate consent.
- Maintain accurate program records and provide information required for OAS monitoring and Foundation reporting, including athlete participation and retention, training opportunities, equipment/support usage, program outcomes, challenges and athlete/family feedback.

- Work within approved program budgets and provide the Technical Director and OAS administration with timely information required to track adaptive program expenses and use of designated funding.
- Model fair play, professionalism, inclusion and good sportsmanship at all times and ensure program activity complies with OAS policies and procedures and Canada Artistic Swimming requirements, as applicable.
- Perform other duties related to the nature of the position as determined by the Technical Director.

QUALIFICATIONS

- CAC Competition Development certified or equivalent, or on track to obtain this certification.
- In compliance with all requirements of the CAS Coach Registration and Certification Policy.
- Current Police Record Check, signed waiver and other documentation required under OAS policies.
- NLS-Pool and SFA/CPR-C certified.
- Mature, knowledgeable, and experienced artistic swimming coach with strong interpersonal and communication skills.
- At least three years of experience working directly with individuals with diverse physical and/or cognitive abilities.
- Demonstrated experience in program planning, administration, stakeholder communication and coach supervision or mentorship.
- Strong organizational skills and the ability to coordinate multiple program components, schedules, stakeholders and reporting requirements.
- Experience with adaptive/inclusive sport programming, athlete accommodations and individualized athlete support is strongly preferred.
- Prior experience with OAS programming is an asset.
- Member in good standing with the Association.
- Valid driver's licence and passport.
- Other credentials or experience aligned with the responsibilities of the position are an asset.

ADDITIONAL JOB REQUIREMENTS

- Ability to travel and work irregular hours, including evenings and weekends, as required to meet program needs.
- Some lifting, up to 23 kg, may be required.
- Must have access to a personal vehicle.