



Sisters School District

“Home of the Outlaws”

Sisters High – Head Swim Coach

Posting Date: April 21, 2026

Position Closes: Open Until Filled

Position Available: November 15, 2026

Position Description:

Sisters High School, a proud 3A member of the OSAA, invites applications for the position of **Head Swim Coach**. The candidate must possess the skills of a dynamic teacher who loves the sport of **Swim** and is passionate about working with student-athletes. The applicant will demonstrate the ability to truly lead a **Swim program** and its surrounding culture in its entirety. Leadership of all assistants, program operations, media relations, and coordination with programs K through 12 are all vital portions of this position. Knowledge and commitment to the academic success of all Sisters athletes, commitment to school, conferences, and OSAA regulations are required.

Sisters is located in beautiful and sunny Central Oregon with surrounding mountains, lakes, and streams. and outdoor activities which include skiing, fishing, climbing, and boating. Central Oregon is a hub for athletics-based education and communities committed to healthy lifestyles.

Interested candidates please contact:

Tracy Suckow Phone: 541-549-8521 ext. 5021 tracy.suckow@ssd6.org (HR Advisor)

Matt Hilgers Phone: 541-549-4045 ext. 5767 matt.hilgers@ssd6.org (Athletic Director)

- Sisters School District Athletics Department seeks to develop the athlete as a total person and encourages multidimensional athletes. We seek coaches who are motivated, enthusiastic, and driven to develop talent in accordance with this philosophy.
- Ability to develop, articulate, and implement a vision for Sisters School District Swim Program K-12. Have high expectations for all student-athletes and coaching staff.
- Communicate effectively with athletes, parents, and administration on plans and expectations for the program.
- Realize that you are a role model and are expected to conduct yourself with the highest ethical and moral standards of good sportsmanship and teaching.
- Develop and implement an off-season program for your athletes.
- Assist in raising school spirit through projects and activities with Sisters High School.
- Supervision of team for all home varsity football, wrestling, and basketball events is required.
- Scheduling practice sessions with consideration for assistant coaches and student-athlete welfare.
- Work with the local media and the OSAA as needed including reporting of scores.
- Recommend / assist in scheduling your sport to the Athletic Director.
- Hire quality assistants for your program and make sure they are properly certified.

- Fundraise for needs outside limited budget.
- Recommend and purchase new equipment.
- Responsible for marking, care, inventory of supplies/uniforms etc. Responsible for your sport's academic improvement / accountability.
- Understand and be a conduit of information regarding eligibility, tryouts, cuts and all other team-related information including lettering, team rules etc.
- In case of injury, make sure that the athletic trainer, parents, and if necessary, the doctor are involved in care of the student athlete.
- Honoring all levels of athletic achievement through the celebration of improvement.
- Embrace the desire to build inclusive programs based on the pursuit of excellence. (Advocate for all participants to attain an opportunity for athletic participation, physical fitness, health , well-being, and champion's attitude.)
- Demonstrate a unified effort which is distinguished by loyalty, selflessness, cooperation, and honoring the Sisters community.
- Model the "Outlaws Together" attitude by working with all coaches, administrators, staff within the athletic department on a common mission.

Qualifications:

- Top-Notch teaching, communication, motivation, technology, and organization skills.
- He/she should have knowledge of the sport and rules of **high school swim**, hold NFHS Foundations of Coaching, Concussion, Swim Safety, Steroid, 3-Dimensional Coaching, and Heat Illness certifications as well as a valid First Aid / CPR card prior to working with the student athletes.
- Successful high school / college coaching experience or equivalent.
- Strong collaboration with other coaches by building enthusiasm, loyalty, cooperation and friendships all as a basis for an athletic department built on the pursuit of excellence.
- Have high academic expectations of student athletes and hold all athletes accountable.

Posting can be located at: <https://district.ssd6.org/departments/district-office-operations/human-resources/co-curricular-applications/>

Seasonal Stipend range: \$5,296.41 - \$6,305.25 (2026-2027 Co-Curricular Programs salary schedule) for the season, based on previous paid coaching experience.

Submission Details: Please submit your Letter of Interest / cover letter, Resume, Co-Curricular Application, and 2 letters of recommendation on SSD Website at: <https://sisters.schoolspring.com/>

Notice of Nondiscrimination

The Sister's School District is committed to equal opportunity and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, disability, age, marital status, veteran status, or any other protected status in our programs and activities.

[1] Includes discriminatory use of Native American mascot pursuant to OAR 581-021-0047. Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).