

Call for Applications for the Position of National Swimming Technical Director

The Aquatic Sports Association of Malta (ASA) hereby invites applications from suitably qualified and experienced individuals for the position of National Swimming Technical Director.

1. Duration of Engagement and Conditions of Employment

1.1 The selected candidate shall enter into a definite contract of engagement with the ASA of Malta for a period of three (3) years or any other period the parties may agree to.

1.2 Six (6) months prior to the expiration of the initial term, the parties shall enter into discussions regarding the possible renewal of the contract, subject to performance evaluation and organisational requirements.

1.3 The appointment shall be subject to a probationary period of one (1) year from the commencement date.

1.4 The position is based on a forty (40) hour flexible working week. The selected candidate shall be required to work outside normal office hours, including evenings, weekends, and Public Holidays, as necessitated by competitions, training camps, and official engagements.

1.5 The selected candidate shall be entitled to all statutory benefits in accordance with the Laws of Malta, including applicable Cost of Living Adjustments (COLA) as announced by the Government from time to time.

1.6 Remuneration shall be discussed between both parties and will be commensurate with qualifications, experience, and proven competence. This shall be determined following the selection process.

2. Duties and Responsibilities

The National Swimming Technical Director shall report to the ASA Executive Committee or its designated representative and shall be responsible for, but not limited to, the following duties:

- Supporting the Development, implementation, and overseeing a unified National Swimming Programme across all levels, from grassroots to elite performance.
- Collaborating closely with club coaches and all stakeholders to ensure consistency, alignment, and progressive development within the national framework.
- Identifying international competitions, championships, and establishing contacts to build relationships for training opportunities abroad. Following this, to coordinate with local Coaches and assist in the selection and preparation of swimmers for these events.
- Accompanying national teams to international events as required.
- Establishing and monitoring performance benchmarks and Key Performance Indicators (KPIs) across all programme levels.
- Organising and conducting national training sessions, testing sessions, and high-performance camps.
- Conducting periodic performance reviews of national swimmers in consultation with their respective club coaches.
- Maintaining accurate and up-to-date athlete performance data.
- Supporting swimmers enrolled in specialised Sports Schools or Colleges in accordance with established criteria.
- Promoting collaboration, transparency, and the sharing of best practices among club coaches through meetings, workshops, and technical sessions.
- Assisting in research, development, and technical projects undertaken by the ASA in collaboration with national or international partners.
- Performing any other duties of a similar nature as may be required from time to time in accordance with the exigencies of the role.

3. Eligibility Requirements

By the closing date of this Call for Applications, applicants must satisfy the following criteria:

3.1 Qualifications and Experience

Applicants must possess:

- A recognised Swimming Coaching Qualification issued by a reputable national or international governing body;
- Proven extensive experience in high performance swimming coaching and development of swimmers at an International level;
- A Degree in a sport-related field, ideally in Aquatics, Sports Science, Physical Education, or a related discipline, shall be considered an asset.

A combination of education, coaching qualifications, and relevant professional experience will be taken into consideration and may be accepted in lieu of formal academic qualifications were deemed appropriate by the Selection Board.

In addition, applicants must demonstrate:

- Strong leadership, communication, and interpersonal skills;
- Proven organisational and administrative abilities;
- The capacity to manage multiple priorities effectively;
- Willingness and ability to work flexible hours, including weekends on a frequent basis.

3.2 Conduct and Compliance

Applicants must be of sound moral character and must submit a recent Police Conduct Certificate issued not more than one (1) month prior to the date of application.

In accordance with the ASA Safeguarding Policy and Maltese law, the selected candidate shall also be subject to POMA verification procedures, which shall be coordinated by the ASA.

4. Selection Procedure

4.1 Eligible applicants shall be assessed by a duly appointed Selection Board.

4.2 The Selection Board shall evaluate candidates on the basis of qualifications, professional experience, technical competence, leadership capability, and overall suitability for the role.

4.3 Shortlisted candidates may be invited for an interview and/or practical assessment.

5. Submission of Applications

Applications, including a detailed Curriculum Vitae and copies of relevant qualifications and certifications, must be submitted by not later than **12:00 noon (CET) on Thursday, 30th April 2026**. Applications may be submitted by email to: info@asaofmalta.eu

Late applications shall not be considered.