



Swim Operations Manager / Swim Teacher

Application Closing Date: 9am Friday 14th August 2026

Interview Date: Friday 21st August 2026

Job Description

Location: Bradford, Halifax, Keighley, Craven & surrounding areas

Hours: Monday–Friday, 8:30am–5:00pm

Wage: Depending on experience and qualifications

Travel Expectations: Regular school visits across the region; attendance at head office for meetings; some opportunities to work from home.

Lead with purpose. Deliver with pride. Make a real difference.

At Kanga Sports, our mission is to inspire and support all children to be the very best they can be – physically, mentally and socially. We believe in doing things well, supporting our team, and helping every child thrive through active play and sport.

Less than half of children leave primary school with the ability to swim confidently and safely. We believe every child deserves the opportunity to develop this essential life skill.

To help tackle this, we created **Kanga Swim**, delivering high-quality swimming lessons through our innovative pop-up pool programme directly on primary school sites. This enables children to learn in a familiar, supportive environment while giving schools access to high-quality swimming provision.

Due to continued growth, we are looking for an enthusiastic, organised and passionate **Swim Operations Manager / Swim Teacher** to join our team.

If you're an experienced Swim Teacher ready to take the next step into operational leadership—or already have experience managing swimming programmes—we'd love to hear from you.

The Role

As **Swim Operations Manager / Swim Teacher**, you will combine high-quality swimming instruction with operational leadership, helping to ensure the successful delivery and continued growth of the Kanga Swim programme.

Reporting directly to the Directors, you will oversee the day-to-day operation of the programme while continuing to teach swimming lessons. You will support staff, maintain exceptional teaching standards, coordinate logistics, ensure compliance and contribute to the ongoing development of Kanga Swim.

This is a varied role combining teaching, leadership, quality assurance and operational management.

Key Responsibilities

Swimming Delivery

- Deliver engaging, high-quality swimming lessons in line with National Curriculum requirements.
- Assess children's progress and provide regular feedback.
- Create a positive, safe and inclusive learning environment.
- Promote water safety and confidence in every lesson.
- Maintain high standards of cleanliness, presentation and safety within the swimming environment.

Operational Management

- Support the day-to-day operation of the Kanga Swim programme.
- Coordinate school swimming timetables and programme logistics.
- Assist with the installation, movement and dismantling of Kanga Swim pop-up pools.
- Monitor programme quality and identify opportunities for continuous improvement.
- Maintain accurate operational records and reports.

Leadership & Quality Assurance

- Lead, mentor and support Swim Teachers and Lifeguards.
- Carry out quality assurance observations and provide coaching and feedback.
- Support recruitment, induction and ongoing staff development.
- Promote a positive, professional and supportive team culture.

Health, Safety & Compliance

- Ensure all safeguarding, health and safety and risk management procedures are followed.
- Complete site risk assessments and operational checks.
- Maintain compliance with company policies and industry standards.
- Report incidents and ensure appropriate follow-up action.

Relationship Management

- Build strong relationships with schools, parents and external partners.
- Represent Kanga Sports professionally at meetings and networking events.
- Support the continued growth and development of Kanga Swim.

Person Specification

Personal Qualities

We're looking for someone who is:

- Passionate about swimming education and water safety.
- Organised, proactive and able to manage multiple priorities.
- A confident leader who enjoys developing others.
- Friendly, approachable and professional.
- An excellent communicator.
- Flexible and willing to travel.
- Positive, resilient and solution-focused.
- Committed to safeguarding and outstanding customer service.
- Passionate about improving children's lives through physical activity.

Knowledge & Experience

Essential

- Level 2 Swimming Teacher qualification.
- National Pool Lifeguard Qualification.
- Experience teaching swimming to children.
- Excellent organisational and communication skills.
- Ability to work independently and as part of a team.
- Strong customer service skills.
- Full UK Driving Licence and access to your own vehicle.

Desirable

- Experience supervising or managing staff.
- Experience managing operations or programme delivery.

- Knowledge of curriculum-based swimming delivery.
- Pool Plant Operator qualification.
- Management qualification.

General Requirements

- Enhanced DBS check.
- Satisfactory references.
- Willingness to travel between school sites.
- Competent literacy and numeracy skills (minimum Level 2).

Training & Development

At Kanga Sports, we believe in investing in our people. You will receive:

- Ongoing coaching and mentoring.
- Leadership development opportunities.
- External CPD and professional training.
- Regular performance reviews.
- Career progression opportunities within our growing organisation.

What We Offer

- Monday-Friday working hours (8:30am-5:00pm).
- Flexible working opportunities where appropriate.
- Competitive salary based on experience and qualifications.
- 20 days annual leave plus bank holidays, increasing with length of service.
- Company pension scheme after three months.
- Mileage expenses paid.
- Free school holiday childcare.
- Financial wellbeing support.
- A supportive, ambitious and values-driven team.
- The opportunity to shape and develop an expanding swimming programme.

Ready to Make a Splash?

This is far more than a Swim Teacher role. It's an opportunity to lead, inspire and help shape the future of swimming education across West Yorkshire.

If you're passionate about helping children become confident, capable swimmers and want to play a key role in developing an ambitious and growing programme, we'd love to hear from you.

Fill out our [expression of interest form](#) to apply.

Kanga Sports Ltd is committed to safeguarding children and promoting the welfare of children and young people. They expect all staff and volunteers to share this commitment and will ensure that all recruitment and selection practices and procedures reflect this commitment. All successful candidates will be subject to checks by the Disclosure and Barring Service (DBS) along with other relevant employment checks.

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