



# Paul Dowey

## Aquatics Director & Swim Coach

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### WORK EXPERIENCE

#### August 2019 – Present

**AQUATICS DIRECTOR** at Stamford American International School, Singapore

In my current role I have overall responsibility for the aquatics program including learn-to-swim, competitive swimming and advising on the PE curriculum delivery. Working closely with the Athletic Director's Office, I ensure that the swimming program coordinates and gels with the other sports and academic options offered by the school. **Key responsibilities are:**

**Lead planning for:** annual and seasonal training programs, development and mentoring of the lead and assistant swim coaches, organisation of home meets and all overseas trips, selection of swim teams, development of the annual calendar consisting of internal, external and overseas meets, professional development for all swim coaching staff and PE swim program delivery.

**Liaising with:** Sports & Activities office in regards to facility preparation, administration, finance and budget, building relationships with parents and sharing the structure and schedule of the program, enlisting school support for the organization of events.

**Program design, implementation & delivery of swimming** training plans that aim to ensure that SAIS representative teams are capable of competing successfully against other school and club teams in the region. Lead the delivery of coaching, ensuring that the most up to date and age appropriate methods are provided.

**General Administration & Competition Calendar:** Coordinate the overall administration of the aquatics program including ; meet hosting, meet entries, uniforms and equipment. Oversee the maintenance of accurate registers for coaching groups. Organize a Parent Support Group to support the program needs. Assist in drawing up the annual calendar of events that provides opportunities for all levels of swimmer. Attend all meets in which the school participates and, where possible, to support individual athletes at championship meets.

**Personnel Management:** To mentor and line manage coaching assistants and lifeguards to ensure expected levels of performance are achieved and maintained.

**Advisory:** To provide swimmers, parents, assistant coaches and teaching staff



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### WHO AM I?

*"I am an enthusiastic and determined individual with nearly 20yrs of experience in both teaching and coaching swimming. I have gathered experience in multiple places, backed by post-graduate academic background."*

## QUALIFICATIONS:

**Post Grad. Dip. Coaching Science**  
University of Wales Institute, Cardiff (UWIC) 2006 – 2012

**BSc (Hons) Sports Coaching**  
University of Wales Institute, Cardiff (UWIC) 2003-2005

**Dip. Sports Massage Therapy**  
University of Wales Institute, Cardiff (UWIC) 2003-2004

**NZ Silver License Swim Coach**  
Swimming NZ 2017

**Level 3 Swim Club Coach**  
ASA, UK 2005

**SSI Swim Trainer & Lifeguard Instructor**  
Swim Schools International, [2020]

**SSI React Right (First Aid, AED & CPR) Trainer**  
Swim Schools International, [2020]

**ASCA Strength & Conditioning Coach Level 1**  
Australian Strength & Conditioning Association  
[Currently studying]

**Standard First Aid, CPR & AED**  
MHI Training Master, Singapore 2020

**UKCC Level 2 Triathlon Coach**  
British Triathlon, UK 2012

**Level 2 Advanced Swimming Teacher**  
ASA, UK 2005

**Basic Sports Science Accreditation**  
Sport Singapore, Singapore 2020

**Coach Excellence Programme Theory Level 2**  
Sport Singapore, Singapore 2020

**Advanced Vocational Certificate (Double) Leisure & Recreation**  
Upper Bann Institute, UK 2002

**Advanced Vocational Certificate (Single) Advanced Business Leisure**  
Upper Bann Institute, UK 2002

with information and advice on new developments in coaching and training methodology. To provide the PE faculty with training and manage the delivery of the PE swim program in order to create a 'whole-school' approach to the development of the sport

## Oct 2017 – July 2019

### **DIRECTOR OF COACHING** at Ace Swimming Club, Hamilton NZ

At Ace Swimming Club I was responsible for directly coaching swimmers in a safe and positive environment and fostering a feeling of team spirit. I managed a team of part-time and full-time coaches and oversaw their professional development.

I identified a set of desired coaching outcomes for various groups, ages and ability levels and structured a seasonal training program accordingly for all of the squads, disseminating the session plans to the coaches. The higher-level swimmers at the club required more personalized approach and had personal development plans with support and evaluation mechanisms.

I coordinated the attendance of coaches at swim meets and provided professional leadership and support to coaches and to the club swimmers attending these meets.

A large responsibility involved the promotion, growth and retention of the membership. Emphasis was placed on being a 'good steward' of club funds and managing expenditure such as coach wages, pool lane hire and travel costs.

I maintained supervision of squads at all times and ensured that all health and safety policies and practices were followed. Paramount was ensuring recognized and current first-aid, lifesaving and coaching qualifications and maintained equipment.

The role demanded high standards of conduct, good relations with swimmers, parents, other coaches and committee members. Fostering and maintaining excellent relationships with major stakeholders included Waikato Swimming and other Aquatic Sports Clubs, Swim Waikato, Swim New Zealand, Waterworld and Club Sponsors/Funders.

I worked pro-actively with the Club Committee providing them with detailed coaching reports for each monthly meeting and ensuring that attendance records for all training sessions were maintained. I steered the club through a 6-month closure of our sole pool. I renewed a relationship with Te Rapa Primary School, taking a Learn-to-Swim program and developing a Summer-Swim-Scheme which was profitable. I setup relationships with 'Ace Learn to Swim' for referrals alongside promoting relationships with council centers at Gallagher and Waterworld.

## MEMBERSHIP OF PROFESSIONAL BODIES

### **NROC Level 2**

*Singapore Sport, National Register Of Coaches*

### **Swimming NZ**

*Silver License Coach*

### **Swim Schools International**

*Swim Trainer Instructor*

*Lifeguard Trainer*

*React Right Instructor*

## RECENT CAREER RESULTS

### **Stamford Lions Swim Team**

3 SG National Age Qualifiers  
2 SG National Long Course Qualifiers  
10 SG National Short Course Qualifiers  
106 Short Course School Records  
26 Long Course School Records  
1 Singapore Age Group Medalist  
5 AAA athletes  
5 AA athletes

### **HPK Swim Club**

Regularly ranked in Top 3 NZ Team over 4yrs  
25+ athletes 600+ FINA Points  
5 athletes 650+ FINA Points  
1 athlete 700+ FINA Points  
34 athletes NZ National Age Qualifiers  
82 NZ Age Group Medalists  
18 NZ National Open Qualifiers  
1 NZ National Open Medalist  
12 athletes on NZ Development Teams  
6 athletes for NZ Overseas Meets  
1 NZ Open Water Medalist (Bronze)  
6 Senior Performance athletes  
2 USA Div 1 Scholarships  
1 athlete gone on to break NZ record  
1 athlete gone on to Olympics

### **Pembrokeshire County Swimming**

15 UK ASA National Qualifiers in 45 events  
First ever male & female relay finalists  
8 UK ASA Finalists in 18 events  
44 athletes on Welsh Development Teams  
8 Welsh Age Group Champions  
117 Welsh Age Group Medals  
1 athlete gone on to Commonwealth Youth Games

## Oct 2013 - Sept 2017

### **HEAD COACH** at HPK Swim Club c/o Swimgym, Auckland NZ

Head Coach at HPK involved directly coaching the Age Group team and overseeing the development program. The club doubled in size during my tenure. I led the coach discussions regarding new structures to accommodate that growth. We sought additional venues and my role developed to coaching an older Youth Performance team of aged 14yrs and above.

The squad system I implemented allowed 4 clear pathways to emerge for Learn-to-swim, participation, development and performance swimming. The criteria ensured a clear move between groups, and included pathway to pathway 'safety net' for those not ready to commit further. I utilized support services within the program including physio, nutritionist and strength and conditioning coaches to further the development of my athletes and included adapted screening, skinfold measurements and pre-habilitation exercises.

I developed a scholarship system in cooperation with my director of coaching allowing funding of our athletes to stay in NZ to train full-time. I also developed a sports science budget that ensured ongoing scientific support of athletes on an ascending scale for a flat fee.

I was responsible for coordinating weekly coaches' meetings where by discussions and decisions were made around Health and Safety updates, utilization of 50m long course training, program logistics and professional development around stroke mechanics.

I organized numerous teams travelling to major NZ events including delegation of team managers, accommodation, menus, flights, pre-meet training, support staff etc. I also arranged long course training camps in Rotorua that helped work towards our long-term goals. I ran a training camp for open water swimming in Taupo that culminated with the NZ Open Water Champs. At meets I was responsible for giving team talks that included statistics on performances, motivational talks and a team chant. My pre-pool land routine was adopted by the club.

## June 2008 - Sept 2013

### **SWIMMING DEVELOPMENT COACH** at Pembrokeshire County Council, Wales UK

My role in Pembrokeshire County Swimming was to implement and deliver an integrated elite training scheme, development of an elite and general training program and monitoring and mentoring of swimmers and coaches. I was part of Pembrokeshire Leisure management team specializing in development across the range of swimming activities.

I was fortunate to have a new 8 lane pool, completed within 6 months of my arrival and had opportunity to start with a blank canvas. All of my structures still remain in place from 7 years ago. I coordinated the Swim Pembrokeshire development program, coaching elite swimmers in the county in consultation with Swim Wales and the development club coaches. This was completed

## CONFERENCES & WORKSHOPS

**Accidental Counsellor**

**E-Colors – Personality Testing** - Lynne Kirchmarch

**Moto Method Breathing Workshop**

**HPK Internal Workshop** – Leigh Nugent

**Coach DISC Assessment** – Bo Hansen

**HPK Mentorship Program** - Michael Marris

**Sports Coach UK Workshops** – The Responsible Sport Coach & Child Protection

**SAQ Trainer**

**Waikato Regional Swim Coach Conference**  
(various)

**British Coach Education Workshops** (various)

**NZ Swim Teacher & Coaches Conference**  
(various)

**Australia Swim Teacher & Coach Conference**

**Singapore Swimming Workshops** (various)

## REFERENCES

### Erik Richardson

*Athletic Director*

Stamford American International School

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### Craig Wislang

*Head of ASA & Competitive Sport*

International School of Lausanne

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through design and implementation of relevant training programs coupled with appropriate pathways for developing swimmers and coaches to maximize their potential within the national swimming structure.

I assisted with the overall school swim program across the county by being part of the Pembrokeshire Leisure School Swimming Instructors group and to help ensure that swimming instruction throughout the County was carried out to the National Curriculum standard and above. I advised on best practice and delivery of an imaginative school swimming program and Health and Safety requirements.

I worked closely with the Leisure Services Officer and Centre Managers to advise and develop Pembrokeshire Leisure Learn to Swim Program and Pembrokeshire Leisure Free swimming initiative for children and the over 60's. I also helped devise swimming programs to cater for the needs of the community taking into consideration the themes of social inclusion, healthy living and lifelong learning. I helped to provide technical knowledge and expertise to ensure all staff providing the service are competent and well trained to meet Health & Safety requirements. I led the program successfully to achieve quality assurance awards of 'Dragonmark'.

### Feb 2007 - June 2008

**HEAD COACH** at Amman Valley Swimming Club, Wales UK

I was responsible for the club's coaching together with the development of its annual training program for all Squads. I ensured schedules reflect the mixed ability of the swimmers ensuring all aspects of stroke work and stamina were built upon and achievable targets set. I supported and developed coaches' personal development. At Amman Valley I had to restructure the whole club and provided initial stability to develop swimmers and achieve 'Dragonmark'. The club progressed from 3 qualifiers in the 2007 Welsh Age Group Championships to 11 athletes and 3 silver medals just 1 year later.

### Oct 2005 - Feb 2007

**HEAD COACH** at UWIC Swim Academy, Wales UK

I actively coached throughout each ten-week lesson block with a range of learn-to-swim ability levels including squads and Adult Masters sessions. I was responsible for creating and implementing the scheme of work using the National Teaching Plan for Swimming and other award schemes available from the National Governing Body of Swim Wales. I was involved in the set-up, coach and oversaw various development courses involving survival skills, diving, starts and turns, water polo and intensive stroke development. I oversaw the private lesson structure to ensure that such lessons at UWIC swimming pool were maintained to a high standard.

I provided the Assistant Program Manager with performance data from class assessments and individual attainment levels for the swimmers. This required working closely and extensively with a small team of admin staff. I ensured that all sessions were appropriately staffed and that classes ran effectively



and efficiently. My role also involved mentoring coaches and teachers, scheduling regular meetings with all staff to review issues raised throughout each ten-week cycle. I utilized time for training of staff relative to their ongoing roles such as Child Protection policies, Health and Safety and effective coaching.

I examined ideas to actively promote the Swimming Academy and to assist in raising its profile through internal and external advertising aimed at retaining and attracting participants. I was involved in setting up and implementing a talent identification system to provide a pathway for Academy members to progress into the development system of Cardiff City Swimming Club through their development coach.

