

CONRAD FRANCIS, OLY

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PROFESSIONAL EXPERIENCE

2018-2021	JAKARTA INTERCULTURAL SCHOOL Aquatics Advisor and Head Coach <i>Left during organizational restructure due to reduced enrollment amidst global pandemic.</i> <ul style="list-style-type: none">Helped bring Swim team to 3rd place in 2018 after 5 years of not medaling; implemented targeted training tactics based on competitor analysis to maximize point opportunities.Prioritized recertifications for all 23 coaches, including Austswim & ASCA coaching levels certification, to drive performance and ensure safety; found trainings in native languages for international staff.Redeveloped Swimming Curriculum for 1K+ students on ES, MS & HS teams; created continuity across grades to support student understanding and performance.Hosted in-house meets for schools across Indonesia, Myanmar, Vietnam & Cambodia. Ensured meets met national standards to promote school brand and prepare students for future competitions.Mitigated liability risks by implementing lifeguard program, including accreditation & coaching workshops. Improved student safety while enabling coaches to focus on performance.	JAKARTA, INDONESIA
2016-2018	INTERNATIONAL SCHOOL OF BEIJING Upper-Level Swimming Coach <ul style="list-style-type: none">Varsity Coach and Lead Coach for ES, MS, HS, Bronze, Silver, & Gold Squad, with 1K students total.Produced 5 Varsity Swimmers that competed for their respective countries.Helped win 10/24 titles in Asia Pacific School Swimming events.Responsibilities included collaborating with team of 5 coaches, using Hi Tech Swim Software, and supporting overall program effectiveness by working closely with PE teachers.	CHINA
2013-2016	THE BRITISH SCHOOL Director of Coaching and Swimming <ul style="list-style-type: none">Served as Athletic Director, leading 20+ coaches while improving student participation in all sports.Coached 500-600 ES and MS swimmers, including 6 National Age Group Champions.Developed new programs, including Swimming Academy and Scholarships, to support student success, promote school brand, and maintain competitive edge.Worked closely with Head of School to improve operations and performance; provided in-house coaching programs to ensure swim instructors remained knowledgeable on new approaches.Oversaw hiring coaches, scheduling, budget preparation, compliance, and facility management.	COLOMBO, SRI LANKA
2009-2016	BISHOP'S COLLEGE & ST. THOMAS COLLEGE Head Coach <ul style="list-style-type: none">Modernized programs for ES, MS & HS teams at 2 schools with 100-200 swimmers per school, including national swimmers.Teams won title for Novices Championships and awarded Top 5 Schools in Sri Lanka for Swimming.Responsible for student safety, compliance, hiring/training of coaches, and facilities oversight.	COLOMBO, SRI LANKA
2007-2008	WESTPAC BANKING CORPORATION Temporary Staff <ul style="list-style-type: none">Responsibilities included verification of customer information to preparation of loan documentation.	SYDNEY, AUSTRALIA

2005-2007	INSIDE EDGE FOCUS FITNESS Coach	MELBOURNE, AUSTRALIA
	<ul style="list-style-type: none"> • Taught Age Group Swimmers and coached junior and senior swim squads for competitive meets. • Worked with coaching team to improve best practices and results through modernized approached, technology use, and defined teaching philosophy. 	

EDUCATION

<i>Expected</i> 12/2021	UNIVERSITY OF LONDON Master of International Sports Management	REMOTE / LONDON, ENGLAND
2017	NATIONAL INSTITUTE OF FITNESS AND SPORTS Certificate of Sports Performance	KANOVA, JAPAN
2012	SEMMELWEIS UNIVERSITY Diploma in International Coaching	BUDAPEST, HUNGARY
2007	SWINBURNE UNIVERSITY OF TECHNOLOGY VICTORIA Diploma in Sport & Recreation	MELBOURNE, AUSTRALIA

CERTIFICATIONS

- ASCTA-Advanced Coach/Silver, ASCA-Level 5 Coach, AUST SWIM-Assessor & Teacher of Water and Safety, Royal Life Saving Aus-Trainor Instructor, Physical Activity Aus-Fitness & Gym Instructor, ASHI-Certified CPR, AED & Basic First Aid (Adult & Child), CIS International Accreditation-Accreditation Evaluators, WAoS - AFEC Assessor, AUS : Australia, WAoS : World Academy of Sport

EDUCATIONAL ACCOMPLISHMENTS

- 2017 - Certificate of Completion-NIFISA 5th Seminar on Sports Performance Course, by NIFS International Sport Academy, Kagoshima, Japan
- 2017 - Best Presentation Award by NIFS International Sport Academy, Kagoshima, Japan
- 2015 - Participation Certificate by IOC Athlete Career Programme
- 2015 - Diploma in Management of Olympic Sports Organisation by Olympic Solidarity/NOC Sri Lanka
- 2014 - Certificate of Honour by Modern Pentathlon Federation of Sri Lanka
- 2014 - Sport Administrators Course by Olympic Solidarity/NOC Sri Lanka
- 2014 - Participation Certificate by FINA Advanced Swimming Coaches Clinic
- 2014 - Participation in International Conference on Applied Psychology by CIRP Sri Lanka

LEADERSHIP ACHIEVEMENTS

- 2017 - Social Ambassador: NOC - Sri Lanka
- 2015 - Coach / Manager: UIPM Laser Run World Championships Perpignan, France
- 2014 - HQ Official / Press Attaché: NOC – Sri Lanka for 17th Asian Games, Incheon, Korea
- 2014 - Secretary General: NOC – Sri Lanka for 3rd Lusofonia Games, Goa, India NOC, Sri Lanka
- 2013 - Coach/Manager: Sri Lanka Aquatic Sports Union for Singapore National Swimming Championships, Singapore
- 2000-2012- Swimming Team Captain: National Olympic Committee of Sri Lanka
- 2006 - Board of Trustee: Swinburne University Sports Foundation, Melbourne, Australia
- 2003-2004 - Elected Committee Member: Swimming Victoria Swimmers Committee, Melbourne

LANGUAGES

- English: Fluent Read, Write, Speak
- Sinhala: Fluent Read, Write, Speak