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## LIFEGUARD & SWIM INSTRUCTOR JOB DESCRIPTION

Job Title: **Lifeguard & Swim Instructor**

FLSA Status: Non-Exempt

Reports to: Aquatic Director

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### **POSITION SUMMARY:**

The Y is a leading nonprofit for strengthening community, and the nation's larger provider of swim lessons to increase skill and safety in and around water. This position provides direct leadership, instruction and motivation for students in swimming classes. As a lifeguard, Maintains safe swimming conditions in the pool, deck, and surrounding areas. Creates a safe and positive atmosphere that promotes member safety and engagement in accordance with YMCA policies and procedures.

### **ESSENTIAL FUNCTIONS:**

#### **Swim Instructor:**

1. Instructs swimming lessons in accordance with YMCA guidelines, having prepared lesson plans accordingly.
2. Builds effective, authentic relationships with students and parents; helps them connect with each other and the YMCA. Encourages parent involvement and identifies potential volunteers.
3. Conveys information on aquatics programs and schedules and as appropriate refers students and parents to other programs.
4. Maintains records as required (i.e. attendance, progress reports, etc.).
5. Attends staff meetings and trainings as scheduled.
6. Follows all YMCA policies, rules, regulations and procedures, including emergency and safety procedures. Completes incident and accident reports as necessary.
7. Organizes and puts away needed class equipment. Reports damaged equipment.
8. Trains and supervises class aides as assigned.

#### **Lifeguard:**

9. Maintains constant surveillance of the pool area.
10. Knows/reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies and procedures. Completes related reports as required.
11. Maintains effective, positive relationships with the members, participants and other staff.
12. Knows, understands, and consistently applies safety rules, policies and guidelines for the pool and aquatic area.
13. Maintains accurate records as required by the YMCA.
14. Performs equipment checks and ensures appropriate equipment is available as needed/ checks the pool for hazardous conditions when arriving.
15. Attends all staff meetings and training as required.

### **YMCA COMPETENCIES (Leader):**

*Mission Advancement:* Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

*Collaboration:* Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

*Operational Effectiveness:* Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience.

Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

*Personal Growth:* Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

### **QUALIFICATIONS:**

1. Certifications: CPR for the Professional Rescuer, AED, Basic First Aid certification.
2. Current YMCA Lifeguarding or Red Cross Lifeguarding and obtain YMCA Lifeguarding Certification within 60 days of hire.
3. Ability to maintain certification-level of physical and mental readiness.
4. Must demonstrate lifeguard skills in accordance with YMCA standards.
5. Must be able to demonstrate swim instructor skills in accordance with YMCA standards.
6. YMCA Swim Instructor certification, or equivalent.
7. At least 16 years of age.

### **PHYSICAL DEMANDS**

1. Ability to pass lifeguard water test.
2. Must be able to remain alert.
3. Must be able to sit or stand for extended periods.
4. Adequate ability to hear noises and distinguish distress signals.
5. Ability to continuously scan all areas of the pool with clear vision.
6. Ability to perform strenuous physical tasks necessary for a water rescue.
7. Ability to communicate verbally, including projecting voice across distance in normal and loud situations.
8. Ability to instruct and observe participants in proper stroke techniques.
9. Ability to lift equipment, and to lift a small to average size child.