



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

JOB DESCRIPTION

Job Title: **Lifeguard**
FLSA Status: Non Exempt Hourly
Status: Part Time
Reports to: Aquatics Director

Department: Aquatics
Revision Date: 7/2018

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Delivers excellent service to all members, guests, and program participants. The Lifeguard creates a safe and positive atmosphere that welcomes and respects all individuals while promoting and maintain safe swimming conditions in the pool, deck and surrounding areas in accordance with YMCA policies and procedures.

ESSENTIAL FUNCTIONS:

1. Maintains active surveillance of the pool area.
2. Knows and reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies & procedures; completes related reports as required.
3. Responds to challenges with possible solutions in a timely manner.
4. Knows, understands, and consistently applies safety rules, policies, and guidelines for the pool and aquatic area.
5. Remains calm and objective when under pressure or when challenged by others.
6. Maintains accurate records as required by the YMCA and/or the state health department code.
7. Performs equipment checks and ensures appropriate equipment is available as needed.
8. Checks the pool for hazardous conditions when arriving.
9. Performs chemical testing when not guarding, as required, and takes appropriate action.
10. Attend meetings and trainings as assigned. Participate in special events as assigned.
11. Be knowledgeable and supportive of the YMCA annual support campaign.
12. Perform other duties as assigned.

YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Ys 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. Current American Red Cross Lifeguard, YMCA Lifeguard, or equivalent certification.
2. Excellent interpersonal, communication, and problem solving skills.
3. Must demonstrate lifeguard skills in accordance with YMCA standards.
4. Ability to maintain certification-level physical and mental readiness.
5. Ability to relate and communicate effectively to diverse groups of people from all social and economic segments of the community.
6. Previous lifeguard experience is preferred.
7. Minimum of 16 years of age with appropriate work permits. Minimum of 18 years of age & high school degree preferred.
8. Within 30 days of hire, complete New Staff Orientation (NSO). The Redwoods Institute trainings, Lifeguard certification and CPR/AED & First Aid required prior to the start of employment.

JOB EXPECTATIONS:

All Lifeguards are expected to act in a manner in line with the YMCA values and within the confines of the information listed above. Anyone found not acting in these manners will receive disciplinary measures up to and including verbal warnings, documented infractions, and/or termination.

WORK ENVIRONMENT & PHYSICAL DEMANDS:

- Visual, auditory, and verbal ability to communicate effectively.
- Ability to work accurately at a fast pace.
- Must have high level of alertness, concentration, and initiative.
- Remain alert with no lapses of consciousness.
- Sufficient strength, agility, and mobility to perform job responsibilities.
- Ability to lift 50 lbs. and stand, walk, or sit for extended periods of time; occasionally stoop/bend.
- Maintain a neat and professional appearance at all times.
- Physically perform all skills required of a lifeguard.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____