



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

Job Title: **Lifeguard**

Status: P/T Hourly, Non-Exempt

Reports to: Senior Program Director

Department: Aquatics

Revision Date: 07/30/2024

POSITION SUMMARY:

Maintains safe swimming conditions in the pool, deck, and surrounding areas. Creates a safe and positive atmosphere that welcomes and respects all individuals and promotes safety in accordance with YMCA policies and procedures. Builds positive relationships with members and program participants through effective listening and verbal skills.

ESSENTIAL FUNCTIONS:

- Maintains active surveillance of the pool area
- Knows and reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies, procedures, and completes related reports as required
- Knows, understands, and consistently applies safety rules, policies, and guidelines for the pool and aquatic area
- Maintains accurate records as required by the YMCA and/or the state health department code
- Performs equipment checks and ensures appropriate equipment is available as needed
- Checks the pool for hazardous conditions when arriving
- Performs chemical testing when not guarding, as required, and takes appropriate action
- Perform all life guarding techniques as trained, when necessary
- Perform cleaning duties (if no one is in the pool)
- Attend all In-services and staff meetings (Mandatory)
- Maintain a physical fitness level by swimming 500 yards every 2 weeks=1000 yards/month
- Communicate with patrons and address any issues or situations appropriately while keeping the Director informed.
- Complete annual youth abuse prevention training and other related trainings
- Performs other duties as assigned

QUALIFICATIONS:

- Minimum age of 15
- Certifications: Lifeguard Certification or professional rescuer CPR/AED, First Aid from American Red Cross.
- Ability to maintain certification-level physical and mental readiness
- Must demonstrate lifeguard skills in accordance with Red Cross standards
- Must be able to complete a skills assessment and interview by the Aquatics Director
- Ability to effectively present information and respond to questions from managers, participants, members, and other personnel.

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.

ENVIRONMENT & PHYSICAL DEMANDS:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Physically perform all skills required of a lifeguard.
- Hear noises and distress signals in the aquatic environment, including in the water and anywhere around the zone of responsibility.
- Remain alert with no lapses of consciousness.