



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: **Swim Instructor**

Status: P/T Salary, Non-Exempt

Reports to: Aquatics Coordinator

Department: Aquatics

Revision Date: 7/24/25

POSITION SUMMARY:

Swim Instructors are responsible for teaching swim lessons in a safe, engaging, and inclusive environment that encourages all individuals to learn and grow in the water. The instructor fosters a positive learning environment, promotes confidence and water safety skills, and delivers the YMCA swim program curriculum with care, honesty, respect, and responsibility.

ESSENTIAL FUNCTIONS:

- Teach group and/or private swim lessons to participants of various ages and skill levels using YMCA-approved curriculum.
- Create a welcoming and encouraging class atmosphere for all participants and families.
- Ensure participant safety in and around the lesson area by maintaining constant attention and applying safe class management.
- Prepare lesson plans in advance and communicate progress with participants and/or guardians.
- Build meaningful relationships with students and families through effective communication and positive reinforcement.
- Attend required staff meetings and in-service trainings.
- Maintain cleanliness and organization of the lesson area.
- Complete required annual trainings, including youth protection and water safety.
- Perform other related duties as assigned.

QUALIFICATIONS:

- Minimum age of 15.
- Prior experience working with children or teaching swim lessons is preferred.
- Must be able to demonstrate swim instruction techniques and basic strokes.
- CPR/AED and First Aid certification preferred or willingness to obtain upon hire (YMCA may provide training).
- Strong interpersonal and communication skills.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
- Successful completion of a swim instructor skills assessment and interview with the Aquatics team.

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:

- Must be able to confidently demonstrate swim strokes and assist participants in the water.
- Ability to remain alert, attentive, and responsive while teaching in a pool environment.
- Must be able to hear noises and communicate effectively with children and families in a noisy environment.
- Frequent exposure to water, humidity, and cleaning chemicals.
- Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions.