



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

AQUATICS

Job Title: **Lifeguard**
FLSA Status: Non-Exempt
Reports to: Aquatics Director

Revision Date: 4/22/16

POSITION SUMMARY:

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:

1. Maintains active surveillance of the pool area by scan, recognize and responding using the 10/10/10 method.
2. Knows/reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies, procedures, and the "safe-in-six" model. Completes related reports as required.
3. Maintains effective, positive relationships with the members, participants and other staff.
4. 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.
5. Performs equipment checks and ensures appropriate equipment is available as needed.
6. Checks the pool for hazardous conditions when arriving.
7. Performs chemical testing when not guarding, as required, and takes appropriate action.
8. Attends all mandatory staff meetings and in-service training.
9. Enforce all pool rules, facility rules and regulations.
10. Be prepared to get into the water at the request of the Aquatics Director or Coordinator.
11. Arrive at work 15 minutes before your scheduled shift. Make sure you are "rescue ready" with an identifiable Lifeguard shirt, whistle, lifeguard swimsuit/shorts, and fanny pack.
12. Performs various maintenance duties as directed to maintain a clean and safe facility.
13. Must be able to balance short interactions with guests while at the same time performing his or her primary duty of patron surveillance.

YMCA COMPETENCIES:

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. 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. Minimum age requirements: 16 years of age.
2. High school diploma or equivalent required.
3. Certifications required within 30 days of hire: CPR for the Professional Rescuer, AED, First Aid, Emergency Oxygen, Bloodborne Pathogens, Westbend Trainings.
4. Current YMCA Lifeguard or equivalent.
5. Ability to maintain certification-level of physical and mental readiness.
6. Must demonstrate lifeguard skills in accordance with YMCA standards.
7. Well groomed. All tattoos/piercings must be approved by Aquatics Director.
8. Must be responsible and dependable and follow a physical conditioning program.
9. Personality traits to include a professional attitude, self-initiative, personal organization, team leadership and the ability to get results through teamwork. Commitment to the YMCA core values of caring, respect, honesty and responsibility.

WORKING CONDITIONS:

1. Ability to work up to a 20-hour week, including evenings and weekends.
2. Listen for 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.
3. Meet strength and lifting requirements.
4. See and observe all sections of an assigned zone or area of responsibility.
5. Ability to tolerate and be exposed to wet and/or humid conditions.
6. Ability to stand for long periods of time.

DRESS CODE

1. Name badges
2. Red Lifeguard shirt or tank top
3. Red swim trunks or bathing suit (one-piece bathing suit for women)
4. Black or khaki pants, capris or shorts (must be knee- length)
5. Sandals (only on deck- no Crocs)
6. Gym shoes (while in other areas of the building)
7. Whistle
8. Rescue tube

CELL PHONES

Employee shall not use cell phones and/or other devices while on shift. The use of the YMCA phone will be available. Usage of cell phone/electronic device will result in disciplinary action and/or termination. Employees may not take pictures or video of patrons on personal devices.