



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA OF SUPERIOR CALIFORNIA

Job Title: **Lifeguard**

FLSA Status: Non-Exempt

Reports to: Pool Manager

Job Grade: 2

Revision Date:

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:

- Maintains active surveillance of the pool area.
- 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.
- Maintains effective, positive relationships with the members, participants and other staff.
- 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.
- Attends all staff meetings and in-service training.
- Teaches swim lessons, both private and group to adults and children

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:

- Minimum age of 18.
- Certifications: CPR for the Professional Rescuer, AED, Basic First Aid certification.
- Current YMCA Lifeguarding or Red Cross Lifeguarding and obtain YMCA Lifeguarding Certification within 60 days of hire.
- Oxygen Administration certification (required within 30 days of hire)
- Ability to maintain certification-level of physical and mental readiness.
- Must demonstrate lifeguard skills in accordance with YMCA standards.
- Current YMCA Swim Instructor certification

Physical Demands:

- Ability to pass lifeguard water test.
- Must be able to remain alert.
- Must be able to sit or stand for extended periods.
- Adequate ability to hear noises and distinguish distress signals.
- Ability to continuously scan all areas of the pool with clear vision.
- Ability to perform strenuous physical tasks necessary for a water rescue.
- Ability to communicate verbally, including projecting voice across distance in normal and loud situations.

Supervisor

Employee

Date

Date

This job description is not intended to be all-inclusive. Job descriptions are reviewed periodically and may be revised if deemed necessary for the achievement of the YMCA's goals and objectives.