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YMCA OF GREATER KALAMAZOO POSITION DESCRIPTION

Job Title: **Lifeguard**

Report to: Aquatic Director

Revision Date: 02/22/2023

Minimum Starting Pay Rate: \$13.00 per hour

POSITION SUMMARY:

Maintain safe swimming conditions in the pool, deck, and surrounding areas. Create a safe and positive atmosphere that promotes member safety and engagement in accordance with YMCA policies and procedures.

ESSENTIAL FUNCTIONS:

The listed functions are representative of the attributes necessary for successful performance of the position. Substitution of comparable training or abilities, as well as reasonable accommodations for persons with disabilities, will be taken into consideration.

1. Maintain constant surveillance of the pool area.
2. Know/review all emergency procedures and respond to emergency situations immediately in accordance with YMCA policies and procedures. Complete related reports as required.
3. Maintain effective relationships with the members, participants and other staff.
4. Know, understand, and consistently apply safety rules, policies and guidelines for the pool and aquatic area.
5. Maintain accurate records as required by the YMCA and/or the state Health Department.
6. Perform equipment checks and ensure appropriate equipment is available as needed.
7. Check the pool for hazardous conditions when arriving.
8. Perform chemical testing at appropriate times of the day, as required, and takes appropriate action.
9. Attend all staff meetings and training as required.

YMCA LEADERSHIP COMPETENCIES:

Mission and Community Oriented: Accept and demonstrate YMCA values. Work effectively with people of different backgrounds, abilities, opinions and perceptions. Demonstrate a desire to serve others and fulfill community needs. Recruit volunteers and build effective, supportive working relationships with them.

People Oriented: Seek first to understand the other person's point of view and remain calm in challenging situations. Build rapport and relate well to others. Listen for understanding and meaning; speak and write effectively. Take initiative to assist in developing others.

Result Oriented: Strive to meet or exceed goals and deliver a high-value experience for members. Embrace new approaches and discovers ideas to create a better member experience. Make sound judgments, and transfers learning from one situation to another. Establish goals, clarifies tasks, plans work and actively participates in meetings. Support fundraising. Follow budgeting policies and procedures and report all financial irregularities immediately.

Personal Development Oriented: Accurately assess personal feelings, strengths and imitations and how they impact relationships. Pursue self-development that enhances job performance. Demonstrate an openness to change and seeks opportunities in the change process.

QUALIFICATIONS:

Education/Training/Certifications:

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

YMCA LEADERSHIP COMPETENCIES:

6. *Mission and Community Oriented:* Accept and demonstrate YMCA values. Work effectively with people of different backgrounds, abilities, opinions and perceptions. Demonstrate a desire to serve others and fulfill community needs. Recruit volunteers and build effective, supportive working relationships with them.
7. *People Oriented:* Seek first to understand the other person's point of view and remain calm in challenging situations. Build rapport and relate well to others. Listen for understanding and meaning; speak and write effectively. Take initiative to assist in developing others.
8. *Result Oriented:* Strive to meet or exceed goals and deliver a high-value experience for members. Embrace new approaches and discovers ideas to create a better member experience. Make sound judgments, and transfers learning from one situation to another. Establish goals, clarifies tasks, plans work and actively participates in meetings. Support fundraising. Follow budgeting policies and procedures and report all financial irregularities immediately.
9. *Personal Development Oriented:* Accurately assess personal feelings, strengths and imitations and how they impact relationships. Pursue self-development that enhances job performance. Demonstrate an openness to change and seeks opportunities in the change process.

WORK ENVIRONMENT AND PHYSICAL DEMANDS:

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