



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

JOB DESCRIPTION

Job Title: Lifeguard

FLSA Status: Non-Exempt Part-time

Reports To: Program Director/Aquatic Coordinator

Job Grade: Part Time \$9.00- \$11.00

Location: Pittsburg Family YMCA

POSITION SUMMARY:

This position supports the work of the Pittsburg Family YMCA, a leading nonprofit, charitable organization committed to strengthening community through your development, healthy living and social responsibility. Under the direction and supervision of the Program Director and/or Aquatic Coordinator, the lifeguard is responsible for the supervision and safety of all participants in the YMCA aquatic program.

The lifeguard is responsible for maintaining safe swimming conditions in the pool, deck and surrounding areas during aquatic activities in the pool to effectively and courteously enforce all pool rules, regulations. Creates a safe and positive atmosphere that welcomes and respects all individuals and promotes safety in accordance with YMCA policies and procedures.

Our Culture:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

KEY RESPONSIBILITIES:

Essential Functions:

Must support the mission of the YMCA and promote family activities, promote youth values, promote physical and mental fitness, and include the following Character Development Values: Honesty, Caring, Respect, and Responsibility.

1. Maintain active surveillance of the pool area.
2. Maintain effective positive relationships with the members, participants and other staff.
3. Knows and 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.
4. Responds to challenges with possible solutions in a timely manner.
5. Knows, understands, and consistently applies safety rules, policies, and guidelines for the pool and aquatic area.
6. Remains calm and objective when under pressure or when challenged by others.
7. Maintains accurate records as required by the YMCA and/or state health department.
8. Performs equipment checks and ensures appropriate equipment is available as needed.
9. Checks the pool for hazardous conditions when arriving and throughout shift.
10. Performs opening and closing cleaning responsibilities.
11. Performs chemical testing when not guarding, as required, and notifies Administration if action is needed.
12. Attends all staff meetings and in-service training as required.
13. Assuming any other duties directed by the YMCA Administration.

QUALIFICATIONS:

- Minimum age of 16 years old
- Current YMCA or Red Cross Lifeguard Certification or equivalent, or willing to get prior to employment
- Certifications: Professional Rescuer CPR/First Aid, and emergency oxygen administration
- Child abuse prevention training within 30 days of hire
- Ability to maintain certification-level physical and mental readiness
- Must demonstrate lifeguard skills in accordance with YMCA standards
- Criminal Background check prior to employment

YMCA Competencies:

It is important to note that job competencies are developed over time and represent the compilation of multiple abilities and knowledge required for success. It is also important to note that no one competency, of the 18, stands alone. Each competency is important and depends upon the other competencies to be supported and enhanced. The following have been identified for this position:

Values

- Consistently demonstrates the Y's values.
- Shows a genuine concern for the needs, feelings, and well-being of others, even under stress.
- Acts with integrity and credibility in all situations.

Inclusion

- Displays ease and comfort with people of different backgrounds, abilities, opinions, and perceptions.
- Works effectively with all members of a diverse team.
- Seeks out and includes others to gather new and different points of view.

Relationships

- Develops and maintains mutually beneficial relationships with volunteers, members, and colleagues at all levels of the organization.
- Puts the good of the organization ahead of personal gain or individual program.
- Welcomes opportunities to work in small communities (i.e., committees, groups, teams).

Communication

- Listens actively by asking open-ended questions.
- Verifies understanding of others' perspectives by reflecting and summarizing what is heard.
- Uses appropriate communication methods or styles to ensure the message is understood, especially by diverse audiences.
- Utilizes and interprets body language to effectively communicate intended message.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of his/her job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This job description reflects some but not all of management's assignment of essential functions and does not prescribe or restrict the tasks that may be assigned.

- Must be able to stand for long periods of time
- Lift items up to 30 pounds
- Carry items up to 30 pounds
- Must be able to withstand hot/humid environment for long periods of time
- Must be physically active and able to participate in activities
- Must be able to communicate verbally with good voice projection
- 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
- See and observe all sections of an assigned zone or area of responsibility.

This job description indicates in general the nature and levels of work, knowledge, skills, abilities, and other essential functions (as covered under the Americans with Disabilities Act) expected. It is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities required. Other duties, responsibilities and

activities may change or be assigned at any time with or without notice. This job description does not constitute a contract of employment and the Pittsburg Family YMCA may exercise its employment-at-will rights at any time.

I understand the requirements, essential functions, and job duties of this position.

Employee Name (Print):

Date:

Employee Signature:

Date:

Supervisor Signature:

Date:

The Y: We're for youth development, healthy living, and social responsibility.