

The Cane Bay Family YMCA Lifeguard

Job Title: Lifeguard

Reports to: Aquatics Director

Department: Aquatics

FLSA Status: Non-Exempt

Status: Part time

Revision Date: April 2025

Position Summary:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. The Lifeguard at the Cane Bay Family YMCA creates a safe and positive atmosphere that welcomes and respects all individuals while promoting and maintaining safe swimming conditions in the pool, deck and surrounding areas in accordance with the 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.

Essential Functions and Job Duties:

- Maintains active surveillance of the pool area
- 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
- Responds to challenges with possible solutions in a timely manner
- Knows, understands, and consistently applies safety rules, policies, and guidelines for the pool and aquatic area
- Remains calm and objective when under pressure or when challenged by others
- 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.

YMCA Competencies (Leader)

Mission Advancement: Accepts and demonstrates the Y's 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 understand the other person's point of view and remain calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others

Operational Effectiveness: Makes sound judgements, 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

- At least 16 years of age
- Certifications: Basic life support or professional rescuer CR/AED, first aid and emergency oxygen administration
- Current YMCA Lifeguard certification or equivalent
- Child abuse prevention training within 30 days of hire date
- Ability to maintain certification-level physical and mental readiness
- Must demonstrate lifeguard skills in accordance with YMCA standards

Work Environment and Physical Demands

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Physically perform all skills required of a lifeguard
- 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 area of responsibility

Employee Acknowledgement

I have received, reviewed and fully understand my job duties and responsibilities as outlined above. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described. This job description may not be all inclusive and employees are expected to perform all other duties as assigned and directed by management. Job descriptions and duties may be modified when deemed appropriate by management.