



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

TITLE: Lifeguard
STATUS: Part-time, Non-exempt
REVISED: Jun-20

DEPARTMENT: 05-Aquatics
REPORTS TO: Aquatics Director
BRANCH: Pabst Farms

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. Maintain safe aquatic environment in pools and surrounding areas utilized by aquatic center participants and spectators. Respond and provide care in life threatening incidents throughout facility as needed.

QUALIFICATIONS:

- 15 years of age or older per Wisconsin State Law and American Red Cross standards
- Must demonstrate and meet acceptable swimming and rescue skills.
- Required certifications that must be maintained: American Red Cross Lifeguard, CPR for the professional rescuer, AED, First Aid, Oxygen Administration.
- Certifications that must be obtained and maintained within first 90 days: Child Abuse Prevention, Blood borne Pathogens, Hazard Communication.
- Willingness to attend meetings, training, and obtain additional certification as requested.

ESSENTIAL FUNCTIONS:

- Maintain safe pool and aquatic environment; lead by example and enforce aquatic and Y association policies.
- Scan assigned water zone from bottom to top and covering zone in compliance with the 10/10 rule.
- Respond to emergency situations in accordance with Y policies and procedures. Complete incident and accident reports as necessary.
- Perform routine maintenance of pool, locker rooms, and surrounding areas to ensure cleanliness and safe conditions.

YMCA COMPETENCIES (Leader):

Advancing Our Mission & Cause

- Seeks to understand and support change efforts.
- Recognizes and articulates that the Y is a not-for-profit, charitable organization committed to serving the entire community.
- Serves others by intentionally welcoming, connecting, and supporting them, and inviting them to get involved and give back to the community.
- Tells the Y story in regular interactions with members.

- Shows appreciation and respect for the time, talent, and contributions of all volunteers.

Building Relationships

- Creates a safe environment in which others feel welcome and respected.
- Develops and maintains positive relationships with volunteers, members or program participants, and colleagues at all levels of the organization.
- Interprets messages and body language effectively.
- Responds to the individual needs of the other person.
- Listens with the intent to understand the perspective of others by using appropriate communication methods, including open-ended questions.

Leading Operations

- Delivers a high-quality experience to members, participants, or project teams.
- Improvises quickly and appropriately when faced with unexpected circumstances.
- Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.
- Responds to challenges with possible solutions in a timely manner.
- Uses best practices, guidelines, and industry standards as a framework to improve performance.

Developing & Inspiring People

- Remains calm and objective when under pressure or when challenged by others.
- Accepts responsibility for behavior.
- Proactively shares information, experiences, lessons learned, and suggestions to help others be more successful.
- Acts in alignment with personal and organizational values in all situations.
- Operates with openness and a willingness to receive ongoing feedback from all levels of the organization.

DISCLAIMER:

Other duties may be assigned to this position at the discretion of the reporting supervisor.

Performance evaluation, based on essential functions and competencies, will be conducted annually.

By signing this description, I acknowledge that I possess all qualifications stated and am **able / unable** (circle one) to perform all essential functions without special assistance.

Employee Signature

Date