



## YMCA JOB DESCRIPTION

Job Title: Swim Instructor

Job Grade: N/A

FLSA Status: Non-Exempt

Revision Date: 12.14.15

Reports to: Aquatics Supervisor or Director

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### POSITION SUMMARY:

Provides direct leadership, instruction and motivation for students in swimming classes.

### ESSENTIAL FUNCTIONS:

1. Instructs swimming lessons as assigned in accordance with YMCA guidelines, having prepared lesson plans accordingly.
2. Develops positive relationships with members and participants and provides motivational support and guidance.
3. Encourages member and parent involvement and identifies potential volunteers.
4. Conveys information on aquatics programs and schedules and as appropriate refers members and participants to other programs.
5. Maintains records as required (i.e. attendance, progress reports, etc.).
6. Attends staff meetings and trainings as scheduled.
7. Follows all YMCA policies, rules, regulations and procedures, including emergency and safety procedures. Completes incident and accident reports as necessary.
8. Organizes and puts away needed class equipment. Reports damaged equipment.
9. Trains and supervises class aides as assigned.

### YMCA COMPETENCIES (Multi-Team or Branch 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 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:

1. Certifications: CPR for the Professional Rescuer, AED, Basic First Aid certification.
2. Must be able to demonstrate swim instructor skills in accordance with YMCA standards.
3. YMCA Swim Instructor certification, or equivalent.
4. At least 16 years of age.
5. Ability to instruct and observe participants in proper stroke techniques.
6. Ability to lift equipment, and to lift a small to average size child.

**PHYSICAL DEMANDS:**

Physical Demands (Without Accommodations)	Never	Occasionally (Up to 33%)	Frequently (34% - 66%)	Continuously (67% - 100%)
Sitting	x			
Walking				x
Standing				x
Bending Neck			X	
Twisting Neck			X	
Bending Waist (forward or sideways)			X	
Twisting Waist			X	
Squatting (crouch or sit on one's heels)			X	
Climbing			X	
Kneeling			X	
Crawling	X			
Repetitive Hand Movement			X	
Reach Above Shoulder Height		X		
Reach Below Shoulder Height		X		
Move Items Weighing up to 10 lbs.		X		
Move Items Weighing 11-25 lbs.		X		
Move Items Weighing 26-50 lbs		X		
Move Items Weighing 51-75 lbs.		X		
Move Items Weighing 76-100 lbs.	X			
Move Items Weighing over 100 lbs.	X			

This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Employee signature below constitutes employee's understanding of the essential functions, qualifications, and physical demands of the position.

\_\_\_\_\_  
Employee Print Name

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date