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POCONO FAMILY YMCA JOB DESCRIPTION

Job Title: **Lifeguard**

Status: Part-time

Reports to: Aquatics Director

Department: Aquatics

Revision Date: 5/25/17

POSITION SUMMARY:

Maintains safe swimming conditions in the pool, on the deck and surrounding areas. Creates a safe and positive atmosphere that welcomes and respects all individuals and promotes safety in accordance with YMCA policies and procedures. Builds positive relationships with members and program participants through effective listening and verbal skills and creatively finds ways to connect them to one another and the Y community.

ESSENTIAL FUNCTIONS:

- 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.
- Knows, understands and consistently applies safety rules, policies and guidelines for the pool and aquatic area.
- 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 and before departing.
- Performs chemical testing when not guarding, as required, and takes appropriate action.
- Identifies and celebrates the successes of members and program participants.
- Attends all staff meetings and in-service training and in accordance with the planned Chart of Work.

YMCA COMPETENCIES (Leader):

- Relationships
- Communication
- Developing Others
- Inclusion
- Innovation
- Quality Results

Mission Advancement: Accepts and demonstrates the Ys values. Demonstrates a desire to serve others and fulfill community needs. Supports fundraising.

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. 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.

QUALIFICATIONS:

- Minimum age of 16.
- Certifications: Basic life support or professional rescuer CPR/AED, first aid and emergency oxygen administration.
- Current YMCA Lifeguard 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 & 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 or area of responsibility.

SELF-MOTIVATION & INNOVATION:

To be able to accomplish the goals set forth in this job description, the incumbent will need to possess a *will to succeed*. "What can I do to advance the Y and help it become more successful?" should be the mind-set. The heart of the position will be the ability to look past "what is" and to see "what can/should be". A high level of self-motivation and innovation/creativity is required to be successful at this position.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____