



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

Central Connecticut Coast YMCA Position Announcement

Job Title: Lifeguard
FLSA: Non-exempt – Part Time Hourly

Reports To: Aquatics Director
Work Location: Bridgeport YMCA

A Career with a Cause:

At the YMCA, strengthening community is our cause. Our mission is to put Judeo-Christian principles into practice through programs that build healthy spirit, mind, and body for all. The Y strengthens the foundations of communities and families through our key areas of focus; youth development, healthy living, and social responsibility and our core values of caring, honesty, respect, and responsibility. We are committed to this cause because a strong community is achieved when we invest in our children, health, neighbors, and values.

General Function:

Under the direction of the Aquatics Director the Lifeguard I is responsible for the safety and well-being of all pool patrons and participants in aquatic programs. Responsibilities include but are not limited to: maintaining the physical environment of the pool in accordance with guidelines; maintaining constant visual attention to swimmers; remaining alert while on duty and enforcing all pool rules.

Salary and Benefits:

- Salary Range: \$10.10 - \$12.50 per hour, Non-exempt hourly
- YMCA membership

Essential Duties and Responsibilities:

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The essential functions of this position include, but are not limited to the following:

- Be professional, courteous, and alert, while guarding all swimmers.
- Follow and enforce all Connecticut Department of Health guidelines
- Model the YMCA core values of caring, honesty, respect, and responsibility when dealing with members, colleagues, guests, volunteers and/or vendors.
- Report to work in accordance with assigned schedule and follow all branch procedures for requesting and reporting absences. Remain on duty until relief arrives at end of each shift.
- Enforce all pool and facility rules with respect to pool and locker room safety and member conduct.
- Prepare and inspect all equipment and materials prior to each shift. Clean and store equipment per branch procedures.
- Respond to emergencies in accordance with the branch's emergency plan and follow it accordingly in an emergency.
- Report all accidents, incidents and equipment issues promptly and in accordance with prescribed procedures. Submit accurate and complete written accident and incident reports within the specified deadlines.
- As assigned, administer pool chemical tests and respond to results in accordance with branch procedures.
- Prepare and submit accurate time and attendance in accordance with schedule.
- Keep informed on all changes to schedules and read all posted notices.
- Actively participate in all staff meetings, branch and/or Association events and trainings.
- Maintain all certifications and submit all copies of renewals to supervisor in a timely manner.
- Assume all other duties and assignments as deemed appropriate by Aquatic Director or Executive Director.

Experience, Education, and Qualifications:

- Must hold and maintain current lifeguard certification.
- Must hold and maintain current CPR, AED, first aid, and oxygen administration certifications.
- Must become a YMCA Certified Lifeguard within **one year** of hire date.
- Effective communication skills necessary to inform, counsel, motivate and support members.
- Must be observant, safety conscious and able to react calmly and quickly in an emergency.
- Knowledge of safe and proper techniques.
- Able to work flexible schedules.
- Always be professional, alert, courteous and diplomat.

Trainings & Certifications:

- Must be an **American Red Cross Certified** lifeguard
- Must complete online Blood borne **Pathogens and Employee Safety** trainings prior to initial assignment to position.

- Must complete **Emergency Oxygen Administration Certification** within the first 90 days of employment
- Must complete other **New Employee Training** within the first 90-days of employment.
- Must complete **Child Abuse Prevention** trainings within the first 90-days of employment.
- If applicable, hold **CPR, AED, and First Aid** (may be required at some branches) certifications or successfully complete no later than 30-days after employment begins.
- Must complete online **Hazard Communication** training within the first 90-days of employment.

Core Competencies:

- **Collaboration:** Creates sustainable relationships within the Y and with other organizations in service to the community
- **Communication & Influence** Listens and expresses self effectively and in such a way that engages, inspires, and builds commitment to the Y's cause
- **Inclusion:** Values all people for their unique talents, and takes an active role in promoting practices that support diversity, inclusion, and global work, as well as cultural competence
- **Critical Thinking & Decision Making:** Makes informed decisions based on logic, data, and sound judgment
- **Functional Expertise:** Executes superior technical skills for the role
- **Emotional Maturity:** Demonstrates ability to understand and manage emotions effectively in all situations

Effect on End Results:

This position strongly impacts the effectiveness with which the Central Connecticut Coast YMCA accomplishes its mission. The role requires that the Lifeguard I be committed to delivering high quality results, building positive relationships, maintaining a safe environment, and fostering a healthy community for all.

- **Delivering high quality results:** The Central Connecticut Coast YMCA, the employee is required to put forth their best possible effort in executing their responsibilities.
- **Building positive relationships:** The employee is encouraged to build strong, professional relationships with fellow staff and members. Cultivating lasting relationships will only stand to benefit the Y
- **Maintaining a safe environment:** it is the responsibility of the lifeguard to keep the pool, pool deck, and bleachers clean and organized. Doing so ensures that all employees and member are safe, facilitates smoothly run programs. A safe, clean environment reflects greatly on the Y and and measures should be taken daily to ensure the facility is properly by all staff.
- **Fostering a healthy community for all:** The importance of lifeguards cannot be understating. In effectively administering the duties of a lifeguard the employee stands to aid members and fellow staff in leading safe, healthy, active lifestyles through proper practice and demonstration water safety and its accompanying skills

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.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to type, handle or feel; and reach with hands and arms. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Must be able to be in the water for extended periods of time and pass aquatic proficiency tests. Must have sufficient visual and auditory acuity to respond to emergencies in a timely manner in a busy pool environment.

Work Environment:

This job operates in a recreational and educational environment. This role routinely uses standard sports and recreation equipment such as gym equipment, sports equipment, and office equipment such as phones, photocopiers, filing cabinets, and fax machines. At times, employees may be exposed to undesirable working conditions, communicable infectious diseases, and risk of injury from others. All employees are required to follow the preventative health policies of the YMCA at all times. The noise level in the work environment is moderate to high.

Other Duties

Please note 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.

Websites for More Information:

www.cccymca.org

www.gnhcc.com

www.brbc.org

Application Information:

Submit a cover letter, resume, and four references by **September 4, 2018** to Justine Dupree, Aquatic Director at jdupree@cccymca.org