



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Lifeguard

At the MetroWest YMCA, our cause defines us. We know that lasting personal and social change comes about when we all work together. That's why, at the Y, strengthening community is our cause. Every day, we work side-by-side with our neighbors to make sure that everyone, regardless of age, income or background, has the opportunity to learn, grow and thrive.

Imagine going to work knowing that what you do each day positively impacts the lives of the people in your community. Working at the Y, you'll discover more than a job - you'll enjoy a career with a future and the opportunity to make a lasting difference in the lives of those around you. Pay range up \$16.00-\$18.00 per hour depending on experience. Equal Opportunity Employer.

POSITION SUMMARY:

Maintains safe swimming conditions in the pool, deck, and surrounding areas. Creates a safe and positive atmosphere that promotes member safety and engagement in accordance with YMCA policies and procedures.

ESSENTIAL FUNCTIONS:

1. Maintains active surveillance of the pool area and ability to respond – 10/10 rule at all times (scanning the entire assigned zone every 10 seconds and ability to respond within 10 seconds).
2. Knows/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.
3. Maintains effective, positive relationships with the members, participants and other staff.
4. 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.
5. Leads swim lessons as directed.
6. Assists in summer camp operations as needed.
7. Maintains a clean facility by performing housekeeping duties as assigned.
8. Performs equipment checks and ensures appropriate equipment is available as needed.
9. Checks the pool for hazardous conditions when arriving.
10. Performs chemical testing at appropriate times of the day, as required, and takes appropriate action.
11. Attends all staff meetings and training as required.

YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Ys 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. Minimum age of 16.
2. Certifications: CPR for the Professional Rescuer, AED, Basic First Aid certification.
3. Current YMCA Lifeguarding or equivalent.
4. Ability to maintain certification-level of physical and mental readiness.
5. Must demonstrate lifeguard skills in accordance with YMCA standards.

Physical Demands:

1. 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.
2. Meet strength and lifting requirements; able to lift at least 50 lbs.
3. Meet physical requirements of Lifeguard, CPR, and First Aid Certifications.
4. See and observe all sections of an assigned zone or area of responsibility.