



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

LIFEGUARD JOB DESCRIPTION

Job Title: **Lifeguard**

FLSA Status: Non-exempt

Status: P/T

Reports to: Aquatics Director

Payrate: \$13.11-\$14.00 experience based

Department: Aquatics

Revision Date: August 2026

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. The Lifeguard creates a safe and positive atmosphere that welcomes and respects all individuals while promoting and maintaining safe swimming conditions in the pool, deck, and surrounding areas in accordance with YMCA policy and procedures.

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.
- Remains calm and objective when under pressure or when challenged by others.
- Maintains accurate records as required by the YMCA, the state health department code, or both.
- Performs equipment checks and ensures appropriate equipment is available as needed.
- Checks the pool for hazardous conditions and maintains a safe and clean swim environment.
- Performs chemical testing as required, and takes appropriate action.
- Assists with daily programming transitions.
- Adhere to policies related to boundaries with youth.
- Attend required abuse risk management training.
- Adhere to procedures related to managing high-risk activities and supervising youth.
- Report suspicious and inappropriate behaviors and policy violations.
- Follow mandated abuse reporting requirements.
- Performs other duties as assigned.

YMCA LEADERSHIP COMPETENCIES:

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.

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 in technology.

QUALIFICATIONS:

- A minimum of 1-year experience as a lifeguard, lifeguard instructor, or swim instructor preferred.
- Must possess a current CPR/First Aid/AED certification and a Red Cross Lifeguard certification.
- Must maintain certification-level physical and mental readiness.
- Ability to relate effectively to a diverse groups of people from all social and economic segments of the community.
- Must maintain a flexible schedule, which may consist of weekends, early mornings, afternoons, and evenings. In addition to these hours, the candidate may be asked to work for special events.

WORK ENVIRONMENT AND 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.
- Must be able to remain alert with no lapses of consciousness in a warm environment with air temperatures of 80 degrees or higher.
- Demonstrated ability to recognize and remedy hazardous/dangerous situations.
- Communicate verbally, including projecting voice across distance in normal and loud situations.
- Perform all physical aspects of the position, including walking, standing, bending, reaching, swimming, and lifting up to 50 pounds at a time in a warm pool environment.
- The noise level in the work environment is usually moderate.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____