



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

MANSFIELD AREA Y

Job Title: **Lifeguard**

Job Code: 03-03

FLSA Status: Non-Exempt

YMCA Leadership Class: L

Reports to: Aquatic Coordinator

Revision Date: 04/22/16

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 constant surveillance of the pool area.
2. Knows/reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies, procedures and RedCross training guidelines. 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.
5. Maintains accurate records as required by the YMCA and/or the state Health Department.
6. Performs equipment checks and ensures appropriate equipment is available as needed.
7. Checks the pool for hazardous conditions when arriving.
8. Performs chemical testing at appropriate times of the day, as required, and takes appropriate action.
9. 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. Excellent interpersonal and problem solving skills.
2. Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
3. Current Red Cross Lifeguard certification.
4. At least 15 years of age.
5. Ability to maintain certification-level of physical and mental readiness.
6. Must demonstrate lifeguard skills in accordance with YMCA standards.

CONDITIONS OF EMPLOYMENT:

1. A signed "Authorization to Perform a Criminal Background Check" form that consists of:
 - a. A Non-Conviction statement based on a list of un-hirable offenses
 - b. Criminal background check consisting of statewide criminal search and nationwide sex offender search
2. Within the first 90 days of employment, the employee must complete the following certifications: CPR, First Aid, AED

WORKING CONDITIONS:

1. Ability to work flexible/irregular work hours.
2. Ability to walk, stand and sit (including the floor) for long periods of time.
3. Exposure to communicable diseases and bodily fluids.
4. Must be able to lift and/or assist in RedCross regulated rescues.
5. Must be able to lift and carry up to 50 pounds.
6. Must be able to swim 300 yards consecutively.
7. Ability to stand or sit while maintaining alertness for several hours at a time.
8. Ability to hear noise and distress signals in an aquatic environment.
9. Ability to communicate verbally, including projecting voice across distance in normal and loud situations.
10. Position may require bending, leaning, kneeling and walking.
11. Ability to speak concisely and effectively communicate.
12. Visual and auditory ability to respond to critical situations and physical ability to act swiftly in an emergency.

AGREEMENT:

This job description is not an expressed or implied contract. The Mansfield YMCA reserves the right to change this job description as necessary. Having read and understood my job description, expected work schedule, and rate of compensation, I accept the position of Lifeguard for the Mansfield Area Y.

Lifeguard signature

Date

Aquatic Coordinator signature

Date