



Akron Area YMCA Job Description

Job Title: Lifeguard
FLSA Status: Non-Exempt
Reports to: Aquatic Director

Date:

Position Summary:

To provide a safe aquatic environment for all people by knowing and understanding the pool safety policies and enforcing them in a courteous yet firm manner. To keep the pool area free of all hazards and performing maintenance duties as assigned. To test and record condition of water on a regular schedule and keep accurate record of pool users.

Essential Functions:

1. While on duty remain vigilant at all times free of distractions from all electronic devices and prolonged conversation.
2. Guards pool, protects participants, practice preventive lifeguarding and is prepared to use all emergency procedures and equipment
3. Reports to work on time and be rescue ready at the start time of scheduled shift
4. Reports all incidents and accidents to the Supervisor in writing
5. Remains on duty until relieved by qualified personnel
6. Attends in service trainings on a regular basis. (Missing 3 in a year will result in immediate termination)
7. Adheres to all points listed in the Code of Conduct supplied by Redwoods Group. (See & Sign attached)
8. Complete all other jobs as assigned by Supervisor
9. Secure a qualified substitute well in advance and submit a substitute form to your supervisor.

YMCA Competencies (Leader):

- ***Mission Advancement:*** Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. 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. Must be at least 16 years of age
2. Must hold current certifications in: Lifeguard (YMCA preferred), CPR-PRO, First Aid and Oxygen Administration to maintain lifeguarding employment.



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FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

Physical Demands:

- Must sit/stand for extended periods of time in a warm environment.
- Must be able to communicate verbally to groups and individuals in and out of the pool area
- Ability to problem solve, remember and reconstruct.
- Must be able to demonstrate all rescues and assists at any given time
- Ability to hear sounds of distress in order to respond to an emergency.

Performance Objectives:

Demonstrate pro-active, preventative lifeguarding and respond to each emergency as a trained professional.

Staff Member

Date

Supervisor

Date