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FOR SOCIAL RESPONSIBILITY

## NAUGATUCK YMCA JOB DESCRIPTION

Job Title: **Lifeguard**

Reports to: **Aquatic Director**

FLSA Status: **Non-exempt**

Revision Date: **2/6/2023**

Leadership Level: **Leader**

Primary Function/Department: **Aquatics**

### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living and social responsibility. A **Lifeguard** at the Naugatuck YMCA creates a safe and positive atmosphere that welcomes and respects all individuals while promoting and maintain safe swimming conditions in the pool, deck and surrounding areas in accordance with YMCA policies and procedures. Eliminates potential hazards, enforce rules and promotes sanitary conditions for swimming. Establishes and maintains discipline with respect when carrying out your duties.

### OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### QUALIFICATIONS:

- Minimum age of 16
- Certifications: Basic life support or professional rescuer CPR/AED, first aid, and emergency oxygen administration
- Current YMCA Lifeguard or equivalent
- Child abuse prevention training within 30 days of hire date
- Ability to maintain certification-level physical and mental readiness
- Must demonstrate lifeguard skills in accordance with YMCA standards
- Show leadership, maturity, and self-control and be a positive role model

### ESSENTIAL FUNCTIONS:

1. Maintains active surveillance of the pool area.
2. 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.
3. Responds to challenges with possible solutions in a timely manner.
4. Knows, understands, and consistently applies safety rules, policies, and guidelines for the pool and aquatic area.
5. Remains calm and objective when under pressure or when challenged by others.
6. Maintains accurate records as required by the YMCA and/or the state health department code.
7. Performs equipment checks and ensures appropriate equipment is available as needed.
8. Checks the pool for hazardous conditions when arriving.

Employee Initials: \_\_\_\_\_



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9. Performs chemical testing when not guarding, as required, and takes appropriate action.
10. Arrives at work 15 minutes prior to beginning shift in proper attire, which includes; lifeguard shirt, shorts or acceptable pants, and shoes or deck sandals.
11. **BE Rescue Ready at all times**
  - Rescue Tube: Shoulder strap on, held across lap in chair, held when standing or walking.
  - Rescue pack: will be worn by lifeguard on duty. Inspect to insure it has a rescue mask and gloves.
  - Do not read, do homework or other outside work when there are swimmers in the pool.
  - Do not have or use cell phone, computer, or other communication devices while on scanning duty.
  - Scan your area from bottom to top striving for 10 X 10 second reaction (scan area in 10 seconds and be able to respond in 10 seconds).
  - Avoid socializing while on duty. Short interactions for member service may be ok, but only if it doesn't interfere with 10/10 scanning
12. Know the Naugatuck YMCA EAP (Emergency Action Plan) and your part in it, attend all staff training and maintain rescue skills and abilities.
13. Swim test participants and follow all safety rules. Ask anyone not following the rules to do so, if they continue you may ask them to leave the pool area. Any problems contact the front desk and they will send someone to help.
14. Maintain accurate pool checks including chlorine count, PH, bather count etc.. Report any chlorine reading below 1.0 .Take time to assist members with lane assignments, i.e. either doubling up or clearing a lane with children in it. There are scheduled times for children to utilize the small pool for open swim and the large pool.
15. All lifeguards and instructors are responsible for finding their own coverage; a substitution form should be filled out and posted two weeks ahead of time. In the event of illness you are still responsible for finding you own coverage, if unable to contact the aquatic director and speak to them.
16. Pool cleaning is to be done at the end of every shift. NO trash is to be found anywhere on the pool deck.
17. While at work conduct yourself in a professional manner
18. May be asked to help with additional tasks as designated by Aquatic Director and or management.

#### **LEADERSHIP COMPETENCIES:**

- Inclusion
- Critical Thinking & Decision Making
- Emotional Maturity

#### **WORK ENVIRONMENT & 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.
- Physically perform all skills required of a lifeguard.
- Medium work demand; Exerting up to 20 pound of force occasionally, and/or up to 30 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
- 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.
- See and observe all sections of an assigned zone or area of responsibility. Required to have close visual acuity to perform activities, as well as visual acuity to determine neatness, accuracy, and thoroughness of the work assigned.
- The worker may be required to work under a variety of physical conditions which may be hazardous such as slippery or wet floors.



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- Subject to environmental conditions; protections from weather conditions but not necessarily from temperature changes.
- **Must be able to:**
  - Actively run, jump, swim, and lift a minimum of 1/3 their own body weight.
  - Stand or sit in lifeguard chair for extended periods
  - Consistently flex and rotate head and neck.
  - Occasionally bend, twist, crouch, squat, kneel and climb stairs
  - Occasionally crawl, push, pull, reach and lift above shoulders.
  - Work on wet ground and slippery surfaces.
  - Use hands in repetitive motion, grasping and fine manipulation of both right and left hands.
  - See and observe all sections of the pool area of responsibility with or without reasonable accommodation

**SIGNATURE:**

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

Today's date: \_\_\_\_\_