



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

Central Connecticut Coast YMCA Position Announcement

Job Title: Lifeguard
FLSA: Non-exempt – Part Time Hourly

Reports to: Aquatic Director
Work Location: Bridgeport YMCA

A Career with a Cause:

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. Our mission is to put Judeo-Christian principles into practice through programs that build healthy spirit, mind, and body for all. The Y strengthens the foundations of communities and families through our key areas of focus; youth development, healthy living, and social responsibility and our core values of caring, honesty, respect, and responsibility. We are committed to this cause because a strong community is achieved when we invest in our children, health, neighbors, and values.

We are welcoming: we are open to all. We are a place where you can belong and grow. **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.

Position Summary:

This position supports the mission and work of the Y, a leading nonprofit, charitable organization. The Lifeguard at the Central Connecticut Coast YMCA maintains a supportive, positive atmosphere that welcomes and respects all individuals and while promoting and maintaining safe swimming conditions in the pool, deck, and surrounding areas in accordance with YMCA policies and procedures. The Lifeguard assures the well-being for each participant in line with YMCA of the USA guidelines and association policies in accordance with their training.

Salary and Benefits:

- Salary Range: \$10.10 - \$12.50 per hour, Non-exempt
- YMCA Membership

Essential Functions:

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The essential functions of this position include, but are not limited to the following:

- Models the YMCA core values of caring, honesty, respect, and responsibility with members, colleagues, guests, volunteers, and vendors.
- Develops and maintains positive relationships with volunteers, members, program participants, and colleagues at all levels of the organization; helps members connect with each other and the YMCA.
- Maintains physical presence, remains alert at all times while on duty, maintains constant visual attention to swimmers, and remains aware of pool surroundings and participants in the pool.
- 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, follows, and enforces all YMCA policies, rules, regulations, and procedures, including those for the prevention of child abuse.
- Ambassador of all YMCA programs with a focus on Aquatics programs, schedules, and member engagement.
- Follows all aquatic procedures and guidelines including those pertaining to health and safety, chemical testing, forms, reports, and staff expectations as required by the YMCA and the state health department code.
- Performs equipment checks and ensures appropriate equipment is available as needed. Clean and store equipment per branch procedures.
- Attends all mandatory meetings and trainings.

YMCA Leadership Competencies:

- **Critical Thinking & Decision Making:** Makes informed decisions based on logic, data, and sound judgment.
- **Inclusion:** Values all people for their unique talents, and takes an active role in promoting practices that support diversity, inclusion, and global work, as well as cultural competence.
- **Emotional Maturity:** Demonstrates ability to understand and manage emotions effectively in all situations.
- **Functional Expertise:** Executes superior technical skills for the role.

Experience, Education, and Qualifications:

- Minimum age of 16

- Basic life support or professional rescuer CPR/AED, first aid, and emergency oxygen administration certification – *Required for job placement*
- Current YMCA Lifeguard or equivalent certification – *Required for job placement*
- Ability to maintain certification-level physical and mental readiness
- Must demonstrate lifeguard skills in accordance with YMCA standards
- Must successfully complete a swimming and physical skills test upon hire, and annually according to CCC YMCA parameters
- Remains calm and objective when under pressure or when challenged by others
- Effective communication skills necessary to inform, counsel, motivate, and support members
- Must be observant, safety-conscious and able to react calmly and quickly in an emergency
- Able to work flexible schedules

Trainings & Certifications:

- Must complete online New Employee Orientation, Child Abuse Prevention, Mandated Reporter, Bloodborne Pathogens, Hazard Communication, and Employee Safety trainings prior to start of position.
- Must complete department onboarding within the first 90-days of employment.
- Must hold and maintain American Red Cross, YMCA, or equivalent lifeguard certification, CPR, AED, and First Aid certifications – *required for job placement.*
- Must complete Emergency Oxygen Administration Certification within the first 90 days of employment.

Effect on End Results:

This position strongly impacts the effectiveness with which the Central Connecticut Coast YMCA accomplishes its mission. The role requires that the Lifeguard be committed to delivering high quality results, building positive relationships, maintaining a safe environment, and fostering a healthy community for all.

- Aquatic environment/facility is safe, welcoming, clean, and free of hazards
- Members and participants feel comfortable and confident in and around the water.

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.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to type, handle or feel; and reach with hands and arms. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Position requires sitting for extended periods of time and repetitive data entry. Must be able to be in the water for extended periods of time and pass aquatic proficiency tests. Must have sufficient visual and auditory acuity to respond to emergencies in a timely manner in a busy pool environment.

Work Environment:

This job operates in a recreational and educational environment. This role routinely uses standard sports and recreation equipment such as gym equipment, sports equipment, and office equipment such as phones, photocopiers, filing cabinets, and fax machines. At times, employees may be exposed to undesirable working conditions, communicable infectious diseases, and risk of injury from others. All employees are required to follow the preventative health policies of the YMCA at all times. The noise level in the work environment is moderate to high.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Websites for More Information:

- www.cccymca.org
- www.gnhcc.com
- www.brbc.org

Application Information:

Submit a cover letter, resume, and four references by **April 1, 2019** to Justine Dupree, Aquatic Director at jdupree@cccymca.org