



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

FERGUS FALLS AREA FAMILY YMCA – JOB DESCRIPTION

Job Title: Lifeguard

FLSA Status: Non-Exempt

Job Type: Part-Time

Reports to: Aquatics & Sports Coordinator

Revision Date: 05/05/2021

Summary/Objective

Under the direction of the Aquatics & Sports Coordinator and in the accordance with the goals and objectives of the Fergus Falls Area Family YMCA, lifeguards will supervise the aquatic area to prevent accidents, assist in rescues, and keep the area and facilities clean.

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 and procedures. 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 code.
6. Performs equipment checks and ensures appropriate equipment is available as needed.
7. Checks the pool for hazardous conditions when arriving.
8. Attends all staff meetings and training as required.
9. Be on deck and prepared to work at the scheduled time.
10. Maintain current certifications.
11. Complete additional duties as assigned by the supervisor.

YMCA 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. 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.



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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.

Supervisory Responsibility

This position will not have any supervisory roles.

Work Environment

This position operates in and around a pool area. Sometimes the floor will be slippery or the working environment will seem humid.

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.

1. Ability to lift a person off the bottom and out of the water.
2. Perform all skills required for Lifeguarding, First Aid, and CPR/AED certifications.
3. Comfortable in the water.
4. While performing duties of this job, employee is frequently required to stand; walk; sit; use hand to handle, or feel; reach with arms and hands. Employee must be able to talk, taste, smell and see (both near and far). Occasionally required to climb or balance; stoop, kneel, crouch.
5. Ability to pass lifeguard water test.
6. Must be able to remain alert.
7. Must be able to sit or stand for extended periods.
8. Adequate ability to hear noises and distinguish distress signals.
9. Ability to continuously scan all areas of the pool with clear vision.
10. Ability to perform strenuous physical tasks necessary for a water rescue.
11. Ability to communicate verbally, including projecting voice across distance in normal and loud situations.

Travel

Travel is not required for this position.

Position Type/Expected Hours of Work



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This is a part time position. The pool is open seven days a week and hours will depend on the requirements of the aquatics department.

Required Education and Experience

1. Minimum age of 15
2. Certifications: CPR/AED for the professional rescuer, YMCA or Red Cross Lifeguarding/First Aid.
3. Ability to maintain certification-level of physical and mental readiness.

Preferred Education and Experience

1. Ability to instruct swim classes

Additional Eligibility Qualifications

Must be able to successfully pass a background check if over the age of 18.

EEO Statement

The Fergus Falls Area Family YMCA (the Y) provides equal employment opportunities (EEO) to all employees and applicants for employment without regards to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, the Y complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

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.

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee _____ Date _____