



**Lifeguards and Swim Instructors
Westhills YMCA-YWCA**

Positions:

Permanent Full-Time: 35 hours/week

Permanent Part-Time: 20-34 hours/week

Casual: up to 19 hours/week (on call or regular shifts)

Placement: Ongoing

Wage Range: \$16.95 – 17.45/hour (+ benefits for permanent positions)

Nature and Scope:

The Aquatic Staff team provides high quality programs and services to our members and participants, and works as a member of the Health, Fitness and Aquatics program team. This includes maintaining a safe aquatic environment, educating the public regarding safe swimming habits, and providing progressive swimming instruction in the YMCA aquatic system.

Full-time positions will be required to work a Sunday – Thursday or Tuesday – Saturday work week. Permanent part-time (PPT) positions require the flexibility to work weekends, opening/closing shifts and some statutory holidays (rotational basis). All permanent positions qualify for 3 weeks paid vacation (pro-rated for PPT), a YMCA-YWCA Individual General Membership, as well as a cost-shared group benefits plan after the probationary period which includes:

- Medical (MSP coverage after one month)
- Healthcare, Drug Plan, Dental, Vision, EAP Plan
- Extended Health Care
- Life Insurance
- Eligibility for the YMCA Canada Pension Plan

Casual positions are entitled to an individual YMCA-YWCA General Membership.

Responsibilities:

(As relevant to the specific position with the Aquatic team)

- Provides excellent customer service to members, volunteers, and staff
- Ensures all safety and life guarding procedures are adhered to, and in the event of an emergency responds as trained by the Association
- Enforces all rules and regulations and maintain order in his/her designated area as a proactive approach to ensuring safety and accident prevention
- Plans, organizes and implements core lesson plans/daily lesson plans, progress reports and evaluations
- Maintains accurate, up to date progress sheets and records for participants
- Keeps Daily Log up to date and accurate
- Set-up and take-down lane markers, program and other equipment as required
- Ensure that equipment is safe and in good repair (report immediately any malfunctions and remove any damaged equipment immediately)
- Maintenance and cleaning duties as required
- Assist in the supervision and leadership of assistant instructors and volunteers

- Ensure the safety of all members, participants, staff, and property by following YMCA-YWCA standards/policies/procedures and ensuring they are maintained amongst all members and staff
- Monitor commitment to service excellence by role modelling and maintaining YMCA SAM 2.1 standards Develops and maintain professional and courteous relationships with members and participants
- Contribute as a member of our staff team in the overall operation of the Downtown Branch, including performing other duties as assigned

Qualifications:

- Current National Lifeguard certification required
- Current YMCA Swim Instructor or Red Cross Water Safety Instructor certification required
- Current Standard First Aid and CPR C certification required
- Clear Criminal Reference Check with Vulnerable Sector Screening required
- YMCA or BCRPA Aquafit certification a strong asset

Competencies

- Commitment to Organization Vision and Values
- Commitment to Health and Safety
- Customer Service
- Teamwork
- Communication
- Problem Solving
- Planning and Organization

To apply: Please send a cover letter and resume, indicating the position that you are applying for (and preferred hours - FT, PT or Casual) in the subject line of your email, to:

Human Resources
 YMCA-YWCA Vancouver Island
 Email: hr@vancouverislandy.com

Please note:

- 1. Application Deadline:** This posting will remain open until suitable candidate have been found.
- 2. We thank all applicants, but only short-listed candidates will be contacted.**

The YMCA-YWCA of Vancouver Island is an equal opportunity employer.