



WALLA WALLA YMCA Position Description

Job Title: Lifeguard
Reports to: Aquatics Director
Benefits: Paid Sick Time & YMCA Membership

Wage: \$16.00 hour
Part Time / Non-Exempt
Updated: November 2023

Position Summary:

Maintains safe swimming conditions in the pool, deck, and surrounding areas. Creates a safe and positive atmosphere that promotes member health, safety and engagement in accordance with YMCA policies and procedures.

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 in a timely and accurate manner.
3. Maintains effective relationships with the members, participants and other staff.
4. Knows, understands, serves as a role model for, and consistently applies all health and 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. Performs chemical testing at appropriate times of the day, as required, and takes appropriate action.
9. Attends all staff meetings and training as required.
10. Serves as a role model for the YMCA's values of Caring, Respect, Responsibility and Honesty.
11. Performs other duties as assigned.

Qualifications:

1. Minimum age of 18 (due to work schedule)
2. Must be able to work Monday-Friday 4:45am to 11:00am.
3. Current Certifications in American Red Cross Lifeguarding/CPR/AED and First Aid.
4. Ability to maintain certification-level of physical and mental readiness.
5. Must demonstrate lifeguarding skills and professionalism in accordance with YMCA standards.

Physical Demands:

1. Ability to pass lifeguard water test.
2. Must be able to remain alert.
3. Must be able to sit or stand for extended periods.
4. Adequate ability to hear noises and distinguish distress signals.
5. Ability to continuously scan all areas of the pool with clear vision.
6. Ability to perform strenuous physical tasks necessary for a water rescue.
7. Ability to communicate verbally, including projecting voice across distance in normal and loud situations.



This description does not include every duty required of the employee, but serves as a general listing of expectations. This description does not constitute a contract for employment and may be changed at any time at the discretion of the employer.

YMCA Competencies (Leader):

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.

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.

The YMCA is an Equal Opportunity Employer committed to strengthening communities to effect lasting, meaningful change. The execution of our mission requires substantial engagement of our entire community and is only attainable when diversity and inclusion are core to our planning, programming, staffing, messaging, organizational structure and partnerships.

We are committed to recruiting, developing and retaining diverse talent from the entry level to the Executive level. We also understand the need to have systems in place and ongoing cultural competence training to ensure that all people feel a sense of belonging and safety in order to excel in their contribution. We aim to address the services we provide and the suppliers and community partnerships we seek and support through a diversity and inclusion lens. We will know that it is working when the most marginalized groups are thriving as an integral part of the organization.