



## RACINE FAMILY YMCA JOB DESCRIPTION

Job Title: **Lifeguard**  
FLSA Status: Non-Exempt  
Reports to: Aquatic Supervisor, Aquatics Coordinator

Date: August 2021  
Department: Aquatics

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**Work Schedule:** up to 29 hours

### **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. The Lifeguard at Racine Family 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.

### **Essential Functions:**

- **Builds positive relationships with Members and Guests:** consistently provides friendly, courteous assistance, exceeding customer expectations every day, which includes building and maintaining healthy professional relationships with staff and guests.
- **Implement member customer service strategies** that support member retention and engagement, creating a member-focused culture and modeling relationship-building skills in all interactions. Fostering a climate of innovation and resolves problems to ensure member satisfaction.
- **Performs all duties and functions of a lifeguard**
  - Maintains active surveillance of the pool area.
  - 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.
  - Responds to challenges with possible solutions in a timely manner.
  - Knows, understands, and consistently applies safety rules, policies, and guidelines for the pool and aquatic area.
  - Remains calm and objective when under pressure or when challenged by others.
  - Maintains accurate records as required by the YMCA and/or the local and state health department code.
  - Performs equipment checks and ensures appropriate equipment is available as needed.
  - Checks the pool for hazardous conditions when arriving.
  - Performs chemical testing when not guarding, as required, and takes appropriate action
  - Assumes other duties as assigned by Aquatics Supervisor.

### **Qualifications:**

A Lifeguard needs to present a positive image of Racine Family YMCA while managing daily deck operations. This position must demonstrate lifeguard skills in accordance with YMCA standards, creating a positive guest experience, while striving to meet or exceed goals for a high-value member experience.

### **Education and/or Experience**

Must be a minimum of 15 years old with the ability to maintain certification-level of physical and mental readiness. Must maintain a current Red Cross Lifeguarding, CPR-AED-First-Aid certification, including obtaining a waterpark certification within 1 year.

### **Work Environment and 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.
- 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.

**Disclaimer:** The information contained herein is not intended to be an all-inclusive list of the duties and responsibilities of the job, nor are they intended to be an all-inclusive list of the skills and abilities required to do the job. Management may, at its discretion, assign or reassign duties and responsibilities to this job at any time. The employee must be able to perform the essential functions of the position satisfactorily and that, if requested, reasonable accommodations may be made to enable employees with disabilities to perform the essential functions of their job, absent undue hardship. This job description does not constitute a contract of employment and that the Racine Family YMCA may exercise its employment-at-will rights at any time.

I have read the job description (or had it read to me) and I fully understand all my job duties and responsibilities. I am able to perform the duties and responsibilities as outline, with or without reasonable accommodations. I understand that my job duties and responsibilities may change on a temporary or regular basis according to the needs of my location or department and if so I will be required to perform such additional duties and responsibilities. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my immediate supervisor or a member of the HR staff.

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Employee Signature

Date

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Supervisor Signature

Date