



Racine Family YMCA  
JOB DESCRIPTION

**Job Title:** Swim Instructor  
**Immediate Supervisor:** Aquatics Director  
**Department:** Aquatics  
**Pay Range:** \$10-\$14 per hour DOE

**Date:** March 14, 2023  
**Status:**  Full-time  Part-time  
**FLSA Classification:**  Exempt  Non-exempt  
**Leadership Level:** Leader

**Work Schedule:**

Up to 29 hours a week, days, nights and weekends

**Position Summary:**

This position supports the work of the Racine Family YMCA, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Develops, organizes and implements high quality, member-focused YMCA aquatic programs.

**Essential Functions**

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirement listed below are representative of the knowledge, skill, and/or abilities required.

- Learned swimming abilities in the front crawl, back crawl, breaststroke, elementary backstroke, sidestroke, and butterfly.
- Ability to learn new swimming skills.
- Ability to organize, formulate and follow a class plan.
- Ability to successfully teach the YMCA swimming skills for the assigned class levels to the appropriate age levels.

**Job Segments**

- Being on deck and ready to enter the water before the beginning of class.
- Striving to keep the pool area a safe environment for their self, students and other instructors.
- Keeping accurate records of student's progress and attendance.
- Completion of student evaluations.

**Work Environment & 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 the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Sufficient strength, agility, and mobility to perform essential functions of the position and to supervise program activities.

**Effect on End Results**

The effectiveness of the swim instructor performance is measured by:

- Attendance and being on time.
- Communication with students, parents of students, and other instructors.
- Demonstrating knowledge of YMCA swim program requirements.

**Qualifications**

1. Minimum age requirement of 18
2. Completion certification for CPR/AED within 6 months of hire.
3. Oxygen within 6 months of hire
4. YMCA Instructor Certification within 1 year of hire
5. Ability to relate effectively to diverse groups of people from all social and economic segments of the community.

**Benefits**

- YMCA family membership
- 403b available to all staff, 401k when qualify



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**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