

**Salary Range: \$19.50 - \$21.50**

### **Position Summary**

Under the direction of the Pool Manager and Recreation Coordinator, with oversight from the Recreation Supervisor and Superintendent, the Lifeguard-Swim Instructor is responsible for maintaining a safe aquatic environment and providing quality swim instruction to participants of all ages and skill levels. Duties include supervising pool areas, enforcing facility rules and regulations, preventing accidents, performing rescues and emergency care, and teaching swim lessons that promote water safety and skill development.

### **ESSENTIAL FUNCTIONS**

Essential and other important responsibilities and duties may include, but are not limited to, the following:

- Provide for the health, safety, and welfare of all pool patrons and program participants.
- Maintain constant surveillance of patrons in assigned areas and respond quickly and effectively to emergencies.
- Prevent accidents through proactive supervision and enforcement of pool rules and District policies.
- Perform water rescues and administer First Aid, CPR, and emergency care as required.
- Plan, organize, and teach swim lessons according to established curriculum and safety standards.
- Instruct participants in water safety, swimming techniques, and aquatic skills appropriate to age and ability level.
- Evaluate participant progress and provide feedback to participants and parents/guardians.
- Maintain a positive, inclusive, and supportive learning environment.
- Complete required reports, attendance records, and incident documentation accurately and timely.
- Wear required uniform and insignia at all times while on duty.
- Assist with setup, cleanup, and general maintenance of the pool facility and equipment.
- Attend required staff trainings, in-service sessions, and meetings.
- Assist with aquatic programs, special events, and recreational activities as assigned.
- Perform other related duties as required.

### **ABILITY TO**

- Communicate effectively with children, adults, parents, and coworkers.
- Teach and demonstrate swimming skills clearly and safely.
- Maintain alertness and focus for extended periods while monitoring aquatic environments.
- Work cooperatively with fellow employees, the public, and partner agencies.
- Demonstrate patience, professionalism, and strong customer service skills.
- Handle stressful or emergency situations calmly and effectively.
- Communicate clearly both verbally and in writing.
- Provide instruction to participants with varying abilities and learning styles.

### **QUALIFICATIONS**

- Must be at least 16 years of age at the time of employment.

- Any combination of education and experience that would likely provide the required knowledge and abilities may be considered qualifying.

### **LICENSES AND CERTIFICATIONS REQUIRED**

- Current American Red Cross Lifeguard/CPR/AED and First Aid Certification.
- American Red Cross Water Safety Instructor (WSI) Certification or ability to obtain within a specified timeframe (if required by assignment).
- Valid California Driver's License may be required for certain assignments.
- Applicants under age 18 must provide a valid work permit.

### **COMPENSATION & INCENTIVES**

- Employees who successfully complete the full aquatics season in good standing may be eligible for reimbursement of approved Lifeguard Certification costs, up to \$250.00 with proof of receipt.
  - Reimbursement is contingent upon satisfactory job performance and completion of scheduled seasonal employment.

### **PRE-EMPLOYMENT REQUIREMENTS**

- Must successfully complete fingerprinting and background clearance.

### **WORKING CONDITIONS**

Work hours may be irregular and may include mornings, evenings, weekends, and holidays. Duties are performed primarily outdoors in an aquatic environment with exposure to sun, heat, pool chemicals, and varying weather conditions.

**Revised: March 9, 2026**