



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

OPPORTUNITY AWAITS

FULL-TIME LIFEGUARD STURGEON BAY PROGRAM CENTER

Being a YMCA Lifeguard is more than a just a job, it offers a cause to embrace. Lifeguards are responsible for ensuring the safety of member and program participants of the pool areas, while emphasizing character development and executing high-level member service.

Discover new talents within yourself as you affect positive change in the lives of those around you. **Come join us at the Y, where Work is Play!**

Starting pay: • \$16/hour + benefits for a full-time position

Hours: • Hourly; flexible scheduled hours during open facility times

Applications being accepted. APPLY TODAY!

Please visit doorcountyyymca.org for a full job description, and a list of other opportunities or to download an application.

WORK AT THE Y!



“Having grown up a swimmer, I enjoy having the ability to pass those skills on to children of all ages in our community. My interaction with members allows me to meet new people, learn their stories, and makes the work environment an enjoyable place to be.”- Lifeguard

GENEROUS PAID TIME OFF

OUTSTANDING BENEFITS

FREE Y Membership and program discounts

CHILD CARE DISCOUNTS Including Full Day Child Care, School Age and Day Camp!

IT'S FUN!

There is something new and exciting happening every day at the Y!

HEALTH INSURANCE

A variety of insurance packages are available.

CAUSE DRIVEN

Work with passionate people and help make our community a better place!

DOOR COUNTY YMCA | www.doorcountyyymca.org

Jackie & Steve Kane Program Center
3866 Gibraltar Road, Fish Creek, WI 54212
920-868-3660

Sturgeon Bay Program Center
1900 Michigan Street, Sturgeon Bay, WI 54235
920-743-4949



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DOOR COUNTY YMCA

Job Title: **Lifeguard Coordinator**

Job Code: SBAQA

FLSA Status: Full-time or Part-time; Hourly

Job Grade: Grade H

Reports to: Aquatics Director

Revision Date: 10/20/23

Leadership Level: Team Leader

Department: Aquatics

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 Coordinator at the Door County YMCA creates a safe and welcoming aquatic environment by scheduling, training, onboarding and mentoring the lifeguard staff. Additionally, the Coordinator will assist the Director with administrative functions and support any other needs of the department that will further member engagement.

The leadership/management portion of this position is approximately 10-15 hours per week, plus training and in-service time, as well as supporting other needs of the Director, as time allows. The Coordinator position will help to fulfill direct service hours in the center when other staffing options are exhausted. The duties of the lifeguard are specifically detailed in the Lifeguard Job Description.

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

ESSENTIAL FUNCTIONS:

1. Recruit, hire, onboard, schedule, train and mentor the lifeguard staff to present a safe, friendly, and supportive environment for all who enter. Implement and role model all duties and expectations of the lifeguard staff.
2. Instruct lifeguard trainings and monthly in-services that support levels of staffing in concert with planned pool schedules.
3. Know, understand, and consistently model, enforce and review safety rules, policies, and guidelines for the pool and aquatic area. Ensure that staff are always ready to respond and react according to best practices and safety training. Respond to challenges with possible solutions in a timely manner.
4. Coordinate staff recognition events to help attract, motivate and retain lifeguards and other aquatics staff.
5. Assist Director with responsibilities to ensure the aquatics department runs smoothly. This may include program development and/or instruction, record keeping and data entry, and assisting the Director with administrative functions.
6. Remain calm and objective when under pressure or when challenged by others. Prepare staff to do the same.

DOOR COUNTY YMCA www.doorcountyyymca.org

STURGEON BAY PROGRAM CENTER 1900 Michigan Street, Sturgeon Bay, WI 54235 P 920 743 4949 F 920 743 8812

NORTHERN DOOR PROGRAM CENTER 3866 Gibraltar Road, Fish Creek, WI 54212 P 920 868 3660 F 920 868 9970

7. Maintain accurate records as required by the YMCA and/or the state health department code.
8. Perform equipment checks and ensures appropriate equipment is available as needed.
9. Check the pool for hazardous conditions when arriving. Model and live the “see it, own it” philosophy of the YMCA
10. Exemplify and model the YMCA values of Caring, Honesty, Respect and Responsibility in all aspects of job performance and in relationship with others.

LEADERSHIP COMPETENCIES:

1. Inclusion
2. Critical Thinking & Decision Making
3. Emotional Maturity

QUALIFICATIONS:

1. Minimum age of 18
2. Maintain the following certifications: American Red Cross lifeguard certification (Waterpark) and Professional Rescuer CPR/AED certification. Water Safety Instructor training also recommended. Must maintain certification-level physical and mental readiness.
3. Obtain and maintain American Red Cross Lifeguard Instructor Certification; be comfortable training lifeguarding skills.
4. Child abuse prevention training within 30 days of hire date
5. Knowledge of all pool rules and regulations related to use of aquatic facilities per Lifeguard Manual.
6. Must demonstrate lifeguard skills in accordance with YMCA and Red Cross standards

WORK ENVIRONMENT AND PHYSICAL DEMANDS:

1. 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.
2. Physically perform all skills required of a lifeguard, such as swimming 300 yards (swim test pre-requisite).
3. Hear noises and distress signals in the aquatic environment, including in the water and anywhere around the zone of responsibility.
4. Remain alert with no lapses of consciousness.
5. See and observe all sections of an assigned zone or area of responsibility.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's Date