



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# OPPORTUNITY AWAITS

COLLABORATION EMPOWER LEARN  
WE ARE FAMILY  
LEARN SUCCEED  
THRIVE  
CHANGE LIVES  
PASSION GROW  
YOU MAKE A DIFFERENCE  
GREAT  
THRIVE  
FOCUS  
ON THE FUTURE  
CHANGE LIVES

## LIFEGUARD

### STURGEON BAY & JACKIE & STEVE KANE PROGRAM CENTER

**WORK AT THE Y!**

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 Wage:**

- 35-40 hours per week, \$15/hour + benefits
- 20 hours per week, \$14/hour
- 10-15 hours per week, \$13/hour
- Under 10 hours per week, \$11/hour
- Premium Lifeguard, premium hour shifts per week, \$20/hour

**Hours:**

- Hourly; flexible scheduled hours during open facility times

**Applications being accepted.**

**APPLY TODAY!**

Please visit [doorcountyyymca.org](http://doorcountyyymca.org) for a full job description, and a list of other opportunities or to download an application.

“Our job as lifeguards gives us the opportunity to have a positive impact on many lives. We get to be a part of member growth and improvement. It is enjoyable to meet so many of our members and it is appreciated how many of them thank us for being there for them. Enjoying the friendly atmosphere of the Y with both young and old sharing and benefiting from our amazing facility!”

**WHY THE Y**

**CAUSE DRIVEN**

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

One of the most respected non-profits in the world.

**125** countries served  
**OVER 10,000** neighborhoods strengthened

**FREE**  
Y Membership and program discounts

**IMPROVE QUALITY OF LIFE**  
Create stronger friendships, a greater self-esteem and a sense of belonging by helping others.

**IT'S FUN!** There is something new and exciting happening every day at the Y!

**DOOR COUNTY YMCA | [www.doorcountyyymca.org](http://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 / Senior Lifeguard / Head Lifeguard/  
Lifeguard Premium**

Job Code: SBLGD, NDLGD, SBSLG, NDSLGL, SBHLG, NDHLG,  
SBLGP, NDLGP

FLSA Status: Hourly; Part-Time, Full-Time

Job Grade: Grade 3

Reports to: Aquatics Director

Revision Date: 10/31/2025

Leadership: 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. Under the direction of the Aquatic Director and in accordance with the policies of the Door County YMCA, the Lifeguard will be responsible for the safety and well-being of participants in aquatic activities in and around the pools and whirlpool. This job position will be extended by invitation of the Aquatic Director to those employees who exhibit exemplary skills, attitude, commitment, and follow through on current job duties.

### 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. Responsible for getting their own substitutes for shifts.
2. Guarantee the safety and well-being of aquatic participants through preventative lifeguarding by being alert and aware of potential high-risk areas.
3. Checks the pool for hazardous conditions when arriving.
4. Maintains active surveillance of the pool area at all times.
5. Stay up to date on the latest policies and programs of the aquatic department. Greet and give polite direction to all pool participants in a warm and friendly manner. Exemplary customer service skills are expected at all times.
6. Exemplify the YMCA values of Caring, Honesty, Respect and Responsibility in all aspects of job performance and in relationships with others.
7. Maintain a neat, well-groomed appearances while on duty; is properly attired with the YMCA lifeguard shirt, swimsuit, solid color shorts, whistle, and proper foot wear (no street shoes on pool deck). Be identifiable as the lifeguard by patrons, and always have the rescue tube on at all times.
8. Follow established positions for correct pool guarding based on the number of staff on deck, number of patrons in the pool, and the activities being held. Place yourself to view entire pool area, in accordance with the lifeguard staffing plan. Be familiar with the activities that take place in the pool during guarding shift. Do not partake in any activity that would take your eyes off the viewing of pools such as socializing, reading, studying, or sleeping.
9. Complete and maintain accurate records as required by the YMCA and/or the state health department code as necessary. This may include pool usage count, incident and accident reports, and chemical reading when necessary.
10. Follow pool opening and closing procedures as stated in Lifeguard Manual. Remain on duty until relieved by another certified Lifeguard. Never leave the pool unguarded. Ensure all doors are locked and secured when closing the pool.

**DOOR COUNTY YMCA** [www.doorcountyyymca.org](http://www.doorcountyyymca.org)

STURGEON BAY PROGRAM CENTER 1900 Michigan Street, Sturgeon Bay, WI 54235 P (920) 743-4949 F (920) 743-8812  
JACKIE AND STEVE KANE CENTER 3866 Gibraltar Road, Fish Creek, WI 54212 P (920) 868-3660 F (920) 868-9970

11. Keep pool areas neat by keeping all pool equipment out of the path of traffic, and immediately report to supervisor any unclean or hazardous areas.
12. Attend and participate in staff meetings and in-services.
13. Remains calm and objective when under pressure or when challenged by others.
14. Performs equipment checks and ensures appropriate equipment is available as needed.
15. Other duties as assigned by the Aquatic Director or Administrative Staff.
16. Takes lead role in enforcing prescribed safety procedures and rules of good behavior and courtesy to ensure safe and pleasant pool environment. Responds to challenges with possible solutions in a timely manner.
17. Adhere to, and be ready to implement applicable Risk Management and Personnel Procedures as identified in related handbooks. (Handbooks can be found on the Staff Resource Portal)

**LEADERSHIP COMPETENCIES:**

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

**QUALIFICATIONS:**

1. Minimum age of 15.
2. Knowledge of all pool rules and regulations related to use of aquatic facilities per Lifeguard Manual.
3. Ability to maintain certification-level physical and mental readiness.
4. Must demonstrate lifeguard skills in accordance with YMCA and Red Cross standards.
5. Must work 16 hours per month to maintain membership.
6. Must obtain a Lifeguarding with CPR/AED for Professional Rescuers with First Aid Certificate prior to being hired; keep current.
7. Complete Child Abuse Prevention Training through the onboarding process/annually thereafter.
8. Complete New Employee Orientation within 30 days of your hire date.
9. Adhere to the Best Practices designated per position which can be found on the Staff Resource Portal.
10. Job Codes are as follows:
  - a. 1 - 10 hours worked per week = Lifeguard (LGD)
  - b. 11 - 19 hours worked per week = Senior Lifeguard (SLG)
  - c. 20 + hours worked per week = Head Lifeguard (HLG)
  - d. Full-Time = Head Lifeguard (HLG)
  - e. For SB: Premium hours are defined as M-F 4pm-close, Saturdays and Sundays; requires a commitment of 2 premium hour shifts per week. (LGP)
  - f. For KC: Premium hours are defined as Saturdays and Sundays; does not require 2 shifts per week (LGP)

**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.
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.
6. Ability to work in a hot and humid environment.

**SIGNATURE:**

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

Today's date: \_\_\_\_\_