



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## Winona Family YMCA

Job Title: **Lifeguard**

Job Code: 306

FLSA Status: Non-Exempt

Job Grade:

Reports to: Aquatics and Recreation Director

Revision Date: 8/2021

### POSITION SUMMARY:

Maintains safe swimming conditions in the pool, deck, and surrounding areas. Creates a safe and positive atmosphere that promotes member safety and engagement in accordance with YMCA policies and procedures.

### 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. Maintains active surveillance of the pool area.
2. Knows/reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies and procedures. Completes related reports as required.
3. Maintains effective, positive relationships with the members, participants and other staff.
4. Knows, understands, and consistently applies safety rules, policies and guidelines for the pool and aquatic area. Maintains accurate records as required by the YMCA and/or the state Health Department code.
5. Performs equipment checks and ensures appropriate equipment is available as needed.
6. Checks the pool for hazardous conditions when arriving.
7. Attends all staff meetings and in-service training.
8. Perform other related duties as assigned by your supervisor.

### YMCA COMPETENCIES (Leader):

- **Change Leadership:** Facilitates, co-creates, and implements equitable change for the good of the organization and/or community.
- **Engaging Community:** Builds bridges with others in the community to ensure the Y's work is community-focused and welcoming of all, providing community benefit.
- **Philanthropy:** Secures resources and support to advance the Y's work.
- **Volunteerism:** Engages volunteers and promotes social responsibility at all levels of the

organization.

- **Collaboration:** Creates sustainable relationships within the Y and with other organizations in service to the community.
- **Communication & Influence:** Listens and expresses self effectively and in a way that engages, inspires, and builds commitment to the Y's cause.
- **Inclusion:** Values all people for their unique talents, and takes an active role in promoting practices that support diversity, inclusion, and global work, as well as cultural competence.
- **Critical Thinking & Decision Making:** Makes informed decisions based on logic, data, and sound judgment.
- **Fiscal Management:** Manages the Y's resources responsibly and sustains the Y's nonprofit business model.
- **Functional Expertise:** Executes superior technical skills for the role.
- **Innovation:** Creates and implements new and relevant approaches and activities that improve and expand the Y's work and impact in the community.
- **Program/Project Management:** Ensures program or project goals are met and intended impact occurs.
- **Developing Self & Others:** Develops self and supports others (e.g., staff, volunteers, members, program participants), both formally and informally, to achieve their highest potential.
- **Emotional Maturity:** Demonstrates ability to understand and manage emotions effectively in all situations.

#### QUALIFICATIONS:

1. Certifications: CPR for the Professional Rescuer, AED, Basic First Aid.
2. Current Red Cross Lifeguard or equivalent.
3. Ability to maintain certification-level of physical and mental readiness.
4. Must demonstrate lifeguard skills in accordance with Red Cross standards.
5. At least 16 years of age.

#### PHYSICAL DEMANDS:

1. Hear noises and distress signals in the aquatic environment, including in the water and anywhere around the zone of responsibility.

#### SIGNATURE:

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's Name (please print)

\_\_\_\_\_  
Employee's Signature

Today's Date: \_\_\_\_\_