



**FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

# CHOOSE YOUR OWN PATH

**WITH A CAREER AT THE YMCA**

**NOW HIRING Lifeguards – Full and Part-Time  
Northern Door & Sturgeon Bay Program Centers**

We are looking for high energy applicants to fill various lifeguarding shifts across our association. Each member of our Lifeguard team is responsible for building relationships and the highest level of member service, while also supervising the aquatics area to prevent accidents, assist swimmers, and respond to emergencies. The ideal candidates will create a safe, positive and enjoyable environment that promotes member safety while also supporting the member in their wellness goals. The Lifeguard will oversee multiple activities including open swim, water exercise, swim lessons, and lap swimming. We are currently looking for all hours of operation: mornings, afternoons, evenings, and weekends. Considering multiple full-time and/or part-time positions.

## KEY QUALIFICATIONS

Qualifications include maintaining Red Cross Lifeguard certification, or have the ability to become certified (must be able to pass the Red Cross swimming precertification test upon hire), CPR for the Professional Rescuer, and First Aid. Lifeguards must be knowledgeable of pool rules and regulations related to the use aquatic facilities in accordance with the Lifeguard Manual and YMCA policies. Dependability and promptness are necessary as well as the ability to present an approachable, mature, personable image. Must be at least 15 years of age for certification.

Lifeguards are expected to be physically active, including swimming, walking, bending, reaching, pushing and lifting 20-25 pounds on a regular basis, stand and be alert for long periods of time, and be able to respond quickly to emergencies.

## DETAILS

Open Lifeguard positions include a full-time, hourly position(s), as well as part-time, flexible positions. Positions start at \$9-\$11.50 per hour, depending on hour commitment, experience and certification. Full-time position(s) include a full benefit package including health, life and disability insurance, vacation and sick pay, and retirement upon qualification. Free YMCA membership and program discounts are included. All positions include tremendous scheduling flexibility. Willing to work around almost any schedule!

Please check with Aquatics Department(s) for upcoming Red Cross Lifeguard Certification. Discounts and/or paid-training opportunities may exist with employment commitment.

Full job descriptions can be found on the YMCA website:  
[www.doorcountyyymca.org](http://www.doorcountyyymca.org)

## HOW TO APPLY

**Interested applicants can apply by submitting resume and references to:**

Sherri Dantoin, VP Administration  
1900 Michigan Street, Sturgeon Bay, WI 54235  
Email: [sdantoin@doorcountyyymca.org](mailto:sdantoin@doorcountyyymca.org)  
Phone: 920-743-4949





# DOOR COUNTY YMCA

## Lifeguard

### JOB DESCRIPTION

**Position Title:** Lifeguard  
**FLSA:** Non-exempt/Part Time  
**Reports to:** Aquatics Director  
**Payroll Code:** 021LGD, 031NLG  
**Position Grade:** Grade E

#### **GENERAL FUNCTIONS**

Under the direction of the Aquatics Director, the Lifeguard is responsible for the safety and well being of participants in aquatic activities in and around the pool areas and strengthening Christian values through constant nurturing of Body, Mind and Spirit.

#### **SKILLS AND QUALIFICATIONS**

To be considered for the Lifeguard position the applicant must:

- Be at least 16 years of age
- Must have an aquatic background and be able to swim 500 yards comfortably.
- Possess current certification in YMCA Lifeguarding, American Red Cross Lifeguarding, Red Cross CPR Professional, and First Aid.
- Must be knowledgeable of all pool rules and regulations related to the use of aquatic facilities in accordance with the Lifeguard Manual.

#### **PHYSICAL REQUIREMENTS**

Position requires the ability to stand and stay alert for long periods of time. Position requires the ability to lift up to 50 lbs. and swim 500 yards comfortably.

#### **RESPONSIBILITIES**

- Uphold the mission statement of the YMCA- *The mission of the Door County YMCA is to strengthen Christian values. Through quality programs, services and community partnership, the YMCA helps to develop potential in Spirit, Mind and Body. We are a non-profit organization that strives to serve everyone in our community regardless of race, creed, age, sex, economic circumstances and physical and mental abilities.*
- Help to instill the YMCA core values of Caring, Respect, Responsibility and Honesty in our members and participants
- Know and enforce all YMCA rules and policies.
- Familiarize yourself with all YMCA programs and activities and promote them to potential participants.
- Be aware of and implement all safety precautions including emergency procedures when necessary as outlined in the YMCA Risk Management Plan.
- Assist in keeping facilities clean.
- Must be attentive and alert, making good decisions utilizing sound judgment.
- Read, support and adhere to all work rules and conditions as specified in the Employee Handbook.
- Always provide quality customer service, dealing with negative situations with a positive Christian attitude.
- Do routine safety inspections of equipment and pool area..
- Attend required trainings of RSVP, Listen First, Child Abuse Prevention, and Risk Management within 90 days of hire.

- Must use relationship building skills learned in Listen first and PACA or FIND from Lifeguarding to enforce pool rules.

**RESPONSIBILITIES**

- Must be located in a proper lifeguarding location, based on the number of guards on deck, the number of patrons in the pool area, and the activities being held.
- Guarantee the safety and well being of aquatic participants through preventative lifeguarding, by being alert and aware of potential high-risk areas.
- Enforce prescribed safety procedures and rules of good behavior and courtesy to ensure a safe and pleasant pool environment of participants.
- Be knowledgeable of the policies and programs of the aquatic department.
- Greet and give direction to all pool participants in a warm and friendly manner.
- Maintain a neat, well-groomed appearances while on duty; is properly attired with the YMCA lifeguard shirt, swimsuit, solid color shorts (preferably red), whistle, and proper foot wears (no street shoes on pool deck). Be identifiable as the lifeguard by patrons.
- 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. 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.
- Know and follow the procedures for handling emergencies and accidents.
- Complete and maintain accurate records as necessary, including pool usage count, incident and accident reports, and chemical reading when necessary.
- 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.
- 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.
- Be knowledgeable about the pool; depth, dimension, scheduling, temperatures. Review pool notations, pool reports, and pool schedules when coming on duty.
- Attend and participate in staff meetings and in-services.
- The phone on the pool deck is to be used for aquatic purposes only – no cellphones are allowed on deck.

**EFFECT ON END RESULTS:**

- Develop a positive attitude in the community towards the YMCA and its programs;
- Facilitate growth in program participation enrollment;
- Foster a healthy self-image of participants;
- Maintain a safe, friendly and positive learning environment.

I have reviewed this job description with my supervisor, and all of my questions have been answered.

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Lifeguard

Date

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Supervisor

Date