Job Title: Lifeguard
Department: Operations
Reports To: Pool Manager/Area Supervisor
FLSA Status: Non-Exempt

Summary Monitors activities in swimming areas to prevent, recognize and manage accidents in and around the swimming pool; maintains pool facility including water quality, and ensures a positive experience for patrons by performing the following duties.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

1. Constantly monitors and regulates the behavior of patrons and co-workers to prevent unsafe activities and accidents
2. Warns patrons of safety hazards
3. Displays a positive and courteous attitude when enforcing pool rules and regulations
4. Recognizes and responds to emergencies according to the American Red Cross Standards; executes rescues and First Aid including spinal injury management and cardiopulmonary resuscitation (CPR)
5. Prepares the pool area for opening and closing each day
6. Supervises all facility activities and controls entry to the facility by monitoring the use of pool and guest passes
7. Keeps aquatic facilities clean including the deck, restrooms, changing facilities, tiles, skimmers, windows, guardroom, and trash receptacles; tasks vary by individual worksite
8. Be rescue ready at all times. Wear lifeguard uniform, hold a rescue tube with its strap across the chest, carry a hip pack and a whistle, wear sun protection and sunglasses (if outside). Practice skills frequently to be ready and confident to protect the people in the water and to render aid when necessary
9. Be positioned to protect the entire zone of responsibility. Be in an elevated chair or platform, or be standing or patrolling at the edge of the pool to see all parts of the assigned zone, including the bottom of the pool. If not possible to see any area because of glare or obstruction, move the position to be able to see the entire zone. Before taking the position, and after relieving, do a thorough check of assigned zone making sure the bottom of the pool is clear
10. Be singularly focused. Never be distracted by personal or secondary activities. This includes texting, talking on a cell phone, reading, eating, conversing unnecessarily, moving lane lines, conducting water quality checks or cleaning up the deck while on scanning duty
11. Assists in the control of water quality, operation of pool filtration system, and water testing including recording chemical readings hourly
12. Meets minimum swimming requirements for American Red Cross Lifeguarding certification class or American Red Cross Shallow Water Lifeguarding certification class:
    - American Red Cross Lifeguarding certification class:
        - Prerequisite 1: Complete a swim-tread-swim sequence without stopping to rest:
            - Jump into the water and totally submerge, resurface then swim 150 yards using the front crawl, breaststroke or a combination of both. (Swimming on the back or side is not permitted. Swim goggles are allowed).
            - Maintain position at the surface of the water for 2 minutes by treading water using only the legs.
            - Swim 50 yards using the front crawl, breaststroke, or a combination of both.
        - Prerequisite 2: Complete a timed event within 1 minute, 40 seconds:
            - Starting in the water, swim 20 yards. (The face may be in or out of the water. Swim goggles are not allowed).
            - Surface dive, (feet-first or head-first) to a depth of 7 – 10 feet to retrieve a 10-pound object.
            - Return to the surface and swim 20 yards on the back to return to the starting point, holding the object at the surface with both hands and keeping the face out at or near the surface.
            - Exit the water without using a ladder or steps.
    - American Red Cross Shallow Water Lifeguarding Certification class:
        - Prerequisite 1: Complete a swim-tread-swim sequence without stopping to rest:
            - Jump into the water and totally submerge, resurface then swim 50 yards using the front crawl, breaststroke or a combination of both. (Swimming on the back or side is not permitted. Swim goggles are allowed).
            - Maintain position at the surface of the water for 2 minutes by treading water using only the legs, floating, or both.
            - Swim 50 yards using the front crawl, breaststroke or a combination of both.
        - Prerequisite 2: Complete a timed event within 50 seconds:
            - Starting in the water, swim 20 yards. (The face may be in or out of the water. Swim goggles are not allowed).
            - Submerge to a depth of 4 - 7 feet to retrieve a 10-pound object.
            - Return to the surface and walk or swim 20 yards on the back to return to the starting point, holding the object at the surface with both hands and keeping the face out at or near the surface.
            - Exit the water without using a ladder or steps.
13. Demonstrates a high level of customer service; responds to and takes appropriate action to resolve concerns and complaints from customers
14. Keeps supervisor/manager informed of situations related to facility operation, patron complaints or concerns, or emergencies
15. Participates in or conducts swim lesson sessions offered by High Sierra Pools, as assigned
16. Orders and restocks supplies for the pool area and restrooms
17. Performs all duties in a safe manner

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Supervisory Responsibilities This job has no supervisory responsibilities.

Competencies To perform the job successfully, an individual should demonstrate the following competencies:
Problem Solving - Identifies and resolves problems in a timely manner; Works well in group problem-solving situations; Uses reason even when dealing with emotional topics.
Interpersonal Skills - Maintains confidentiality; Keeps emotions under control.
Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification in person and over the phone; Responds well to questions in person and over the phone.
Written Communication - Presents numerical data effectively; Able to read and interpret written information.
Diversity - Shows respect and sensitivity for cultural differences; Promotes a harassment-free environment.
Ethics - Treats people with respect; Inspires the trust of others; Upholds organizational values.
Judgment - Exhibits sound and accurate judgment; Includes appropriate people in decision-making process; Makes timely decisions.
Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
Quality - Demonstrates accuracy and thoroughness; Applies feedback to improve performance; Monitors own work to ensure quality.
Quantity - Completes work in a timely manner; Works quickly.
Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.
Adaptability - Adapts to changes in the work environment; Able to deal with frequent change, delays, or unexpected events.
Attendance/Punctuality - Is consistently at work and on time.
Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person.

Qualifications To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience This position has no education or experience requirement.

Language Skills Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of patrons or other employees.

Mathematical Skills Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent.

Reasoning Ability Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Certificates, Licenses, Registrations Current American Red Cross Lifeguarding/First Aid, CPR/AED or Shallow Water Lifeguarding/First Aid, for the Professional Rescuer and Bloodborne Pathogens certificates, are required. Pool operator certification may be required at certain facilities.

Other Skills and Abilities Ability to monitor pool area and activities for prolonged periods with sustained focus. Ability to maintain focus despite distractions or stress. Ability to multi-task.

Other Qualifications Must be at least 15 years of age.

Physical Demands 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. While performing the duties of this Job, the employee is regularly required to sit and talk or hear. The employee is frequently required to stand; walk; reach with hands and arms; climb or balance and stoop, kneel, crouch, or crawl. The employee is occasionally required to use hands to finger, handle, or feel and smell. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.

Work Environment The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly exposed to wet and/or humid conditions; fumes or airborne particles; chemically treated and chlorinated water; outside weather conditions including environmental allergens; extreme heat and risk of radiation from the sun. The employee is frequently exposed to high, precarious places, and toxic or caustic chemicals. The employee is occasionally exposed to moving mechanical parts; cold; risk of electrical shock and vibration. The noise level in the work environment is usually loud.

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