



Title	Lifeguard/Swimming Instructor	Category (cf Policy 5.101)	Support Staff
Reports to:	Principal	Department:	Physical Education
Job Holder		Start date:	

IST Foundational Documents

IST Mission

Challenging, inspiring and supporting all our students to fulfil their potential and improve the world

IST Vision

IST will be a global leader a global leader in the education of internationally-mobile young people.

All students, regardless of their starting point, will think critically, achieve academically and develop the wisdom to make good choices. They will show curiosity and creativity in addressing authentic problems, local and global.

They will pursue their varied passions with enthusiasm, developing resilience, perseverance, and confidence. Understanding the diversity of people and cultures, they will act kindly, fairly, and responsibly.

All members of the IST community will work together to fulfil this vision.

Statement of Values

All members of the IST community are:

- (a) Responsible - We act responsibly, positively and constructively towards ourselves and other people. We learn from our mistakes and accept the consequences of our actions.
- (b) Inquiring - We show curiosity, perseverance and open-mindedness in seeking to understand and solve problems. We persevere in the face of difficulties and we embrace the learning that comes through failure as well as the joy of success.
- (c) Compassionate - We empathise with others and act with care, kindness and courage. In our interactions, we behave with patience, generosity and integrity.
- (d) Balanced - We believe in a broad education for our students, seeing the value of participation in a varied curriculum.
- (e) Diverse - We treasure the diversity within the IST community, using the rich opportunities for deeper understanding that come from our differences.

IST Strategic Plan

Our Strategic Plan is in place to help our community align efforts to better reach our school's mission, vision and values. This plan is focused on three aims.

1. Personalized Learning:

- (a) Ensure alignment between the written, taught and assessed curriculum
- (b) Implement a strong, multi-tiered system of support to students, consistent with IST's common understanding of inclusion
- (c) Improve our ability to offer a balanced program with opportunities for excellence in academics, the arts and athletics
- (d) Provide exemplary transition programs between campuses and other institutions of learning
- (e) Ensure reporting models support effective partnerships with parents and their child's learning



- (f) Develop a strong internal professional learning community to embed successful professional learning experiences
- (g) Ensure IST students' appropriate use of technology supports their learning

2. **Engaged Community:**

- (a) Improve IST's local, global and international reputation
- (b) Provide opportunities for IST students and faculty to connect with local and global experts
- (c) Develop partnerships within the local community to improve student experiences
- (d) Improve processes and systems to improve communication within the IST community
- (e) Build reciprocal structures to connect alumni with current student
- (f) Establish sustainable and supportive relationships with government ministries
- (g) Promote positive school spirit within and across campuses

3. **Ensured Sustainability:**

- (a) Review the master site plan to ensure school facilities support learning experiences
- (b) Maintain fiscal discipline and transparency within IST community
- (c) Develop the school's capacity to recruit/retain excellent employees
- (d) Lessen IST's environmental footprint
- (e) Align governing models with best practice

Summary of the Role

Under the supervision of the Principal, The Lifeguard/Swim Instructor is responsible for guarding their area of responsibility, responding to any level of incident around the entire facility, enforcing rules fairly and politely, checking and maintaining pool chemicals, being responsive to students and community members, ensuring safety, being patient and enthusiastic while teaching and holding productive lessons, setting up and cleaning up after lessons, maintaining communication and relationships with teachers and their students;

Preferred Qualifications and Experience

- (a) Experience: 5+ years' experience as Lifeguard;
- (b) A minimum Ordinary Level Certificate in Education with Lifeguard and CPR Certificate;

Professional Competencies:

- (a) Excellent communication skills in spoken and written form
- (b) Self-motivated with the ability to work without supervision
- (c) Knowledge of child protection and health and safety
- (d) Strong customer service and problem solving skills
- (e) Excellent interpersonal communication and organizational skills
- (f) Experience in public facility management
- (g) Willingness and ability to work collaborate effectively with colleagues
- (h) Highly effective relationship developer with a variety of stakeholders
- (i) Experience teaching swim lessons or coaching swim team highly desirable
- (j) Strong literacy in G Suite

Personal Attributes:

- (a) Collaborative team player, empathetic listener



- (b) Integrity and confidentiality
- (c) Intercultural awareness, creative, persuasive
- (d) Adept in multilingual settings, spirited, pioneering, professional and nurturing

Responsibilities

The primary responsibilities for Lifeguard/Swim Instructor will be:

- (a) Work shifts as a Lifeguard/Swim Instructor and follow the expectations. To open and secure the facilities as required during your shift. Your shift times are stated as times to be on poolside ready for work, the facilities need to be open and ready for the start of each stated shift time
- (b) Maintain constant surveillance and visually scan assigned area of responsibility. Walk the area to monitor activities, provide instructions, and prevent accidents.
- (c) Provide general information on pool operations to community members. Caution swimmers regarding unsafe practices and safety hazards, enforce pool rules and regulations.
- (d) Respond to all illness and injury incidents around the entire pool facility immediately and appropriately. This includes, but not limited to performing Lifeguarding skills, First Aid, CPR, and other until arrival of emergency services personnel.
- (e) Rescue swimmers in danger of drowning.
- (f) Performs various maintenance duties as directed to maintain a clean and safe facility.
- (g) Treat the pool with appropriate concentration of chemicals on a regular schedule
- (h) Maintain a clean, safe and orderly pool, deck and restrooms. Inspect facilities regularly and report any unsafe conditions/equipment to supervisor.
- (i) Perform pool chemical checks at designated times.
- (j) Keep accurate records of pool usage, chemical levels, pool closures, etc.
- (k) Attend and participate in all mandatory staff meetings and trainings.
- (l) Hold productive and engaging swim lessons.
- (m) Set up and cleanup for swim lessons.
- (n) Communicate openly and regularly with supervisor and team members

Perform any other duties as designated by the Principal

Particulars of the Search

Prospective applicants should be based in Tanzania and need to formally apply. Applicants should submit a letter (in English) describing her/his fit and interest in the position along with an up-to-date curriculum vitae which includes the names, addresses and contact details of three (3) referees.

Applications and enquiries should be directed to staffrecruitment@istafrica.com before close of business on Friday 13th September, 2019.