



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

Job Title: **Swim Instructor**
FLSA Status: Part-time Non – Exempt
Branch: Central YMCA
Reports to: Aquatics Director

POSITION SUMMARY:

Provides skill-based swim and water safety instruction to people of all ages. Maintains constant supervision of students to ensure safety. Creates positive, nurturing relationships with students and builds cooperative relationships with parents and caregivers. Promotes and supports the potential of all students in program. Facilitates peer-to-peer connections as part of the overall program experience.

QUALIFICATIONS:

1. Minimum age of 16
2. Basic life support or professional rescuer CPR/AED, first aid, and emergency oxygen administration certifications and child abuse prevention training within 30 days of hire date
3. YMCA Swim Instructor certification or equivalent
4. Demonstrated ability to recognize students who may need assistance
5. Demonstrated ability to recognize and remedy hazardous and dangerous situations
6. Demonstrated ability to swim in shallow and deep water and tread water
7. Patience and the ability to communicate

ESSENTIAL FUNCTIONS:

- Provides swimming and water safety instruction to students of all ages and abilities
- Plans and implements program activities that are culturally relevant, developmentally appropriate, and consistent with YMCA values
- Helps to create new approaches to serve the needs of program participants
- Adheres to program standards, including safety and cleanliness standards, and ensures consistency with evidence-based practices
- Maintains constant supervision of students, identifies students who need assistance, and supports students as necessary to ensure a positive learning environment
- Attends staff meetings and trainings
- Follows YMCA policies and procedures, including those related to medical and disciplinary situations, child abuse prevention, and emergencies
- Maintains positive relationships with parents and caregivers and other staff. Models relationship-building skills (including Listen First) in all interactions
- Other duties and responsibilities assigned by supervisor

YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Ys values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

Collaboration: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

Operational Effectiveness: Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

Personal Growth: Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

WORK ENVIRONMENT:

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.

- Lift equipment and a small- to average-size child.
- Remain in the pool area at all times.
- Remain alert, with no lapses of consciousness, in a warm environment with air temperatures of 80 degrees or higher.
- Recognize distress signals.
- Support child or adult body weight in the water.
- Remain in water ranging from 80–90 degrees for one to four hours.
- Communicate verbally, including projecting voice across distance, in normal and loud situations.

Acknowledgement and Receipt:

I acknowledge that I have received, read, and sought clarification of any questions I have about the contents of this job description.

Employee Signature

Date

Print Name

Supervisor Signature

Date

Print Name

To Apply: <https://www.ymcasv.org/association/html/employment.html>