

Lifeguard/Swim Instructors Level (I, II, III)

Location: Downtown Hamilton Family YMCA, 79 James Street South, Hamilton, Ontario L8P 2Z1

Position Type: Part-time hourly, Full-time hourly with complimentary YMCA membership

Rate of Pay: \$17.99 - \$20.04 per hour (with \$1.50/hour shift premium for assigned Aquatics Team Leader responsibilities)

Position Description:

We believe that it is through the power of our amazing people that the #YSavesLives. By joining the Health, Fitness, Aquatics & Residence team, you will contribute to making our Y the best place to work.

Aquatics team members are responsible for delivering exceptional customer service and ensuring a safe, enjoyable experience for all participants during recreational swims and instructional programs. In this dynamic and rewarding role, you will supervise aquatic activities with a focus on safety, lead both individual and group swimming lessons, and help swimmers of all ages build confidence and skills in the water.

You will also collaborate closely with a supportive team of staff and volunteers, maintain a clean and safe pool environment, and uphold all health and safety standards. This position offers opportunities for professional growth through ongoing training, certification upgrades, and leadership development.

Aquatic team members work a variety of shifts including morning, evening, weekends, and public holidays and are scheduled based on the needs of the branch.

What You'll Do:

- **Lifeguarding and Safety Oversight:** The primary responsibility is to provide consistent lifeguard coverage, ensuring the safety of all pool users. This includes upholding YMCA policies and health regulations while delivering excellent customer service to members and participants.
- **Aquatic Program Instruction and Coaching:** The role involves teaching, guarding, and coaching a variety of aquatic programs. Staff are expected to develop lesson plans, conduct progressive evaluations, and maintain accurate records related to instruction and participant progress.
- **Facility and Equipment Maintenance:** Experience with pool chemicals and cleaning supplies is essential for maintaining water quality and deck equipment. Staff are responsible for ensuring the cleanliness and safety of the aquatic environment.
- **Team Collaboration and Professional Development:** Working collaboratively with other staff and volunteers in the aquatic area is key. Employees must also maintain current certifications, attend scheduled training sessions, and pursue ongoing professional development as required.

What You'll Bring:

All Candidates must hold valid certifications in the following areas:

- Standard First Aid & CPR C
- National Lifeguard Service certification
- Lifesaving Society and/or YMCA Swim Instructor Certification
- WHMIS is deemed an asset but will be provided by the YMCA upon employment

All offers of employment will be subject to the provision that the successful incumbent provides the YMCA of Hamilton|Burlington|Brantford with a current and satisfactory Police Records Check. Positions responsible for the direct supervision of children and/or vulnerable persons will be required, in addition to a Police Records Check, to provide a Vulnerable Sector Screening Report at the time of hire. Police Records Checks are reviewed on an individual basis, and the offence(s), if any, is considered in the decision-making process in relation to the requirement of working with children; therefore, not eliminating all candidates with a record from being offered a position.

Ready to Make a Difference? This is your chance to play a critical role in shaping a thriving, inclusive workplace where employees feel supported and empowered. If you're passionate about people and excited to lead impactful initiatives, we want to hear from you!

Don't meet every requirement? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet all qualifications. If you are excited about the role, but your resume doesn't align perfectly with every qualification in the description, apply anyway. You may still be the right candidate for this or other roles!

Interested in applying? Please submit your resume to: Genevieve Hladysz, Vice-President, Health, Fitness, Aquatics & Residence via email to Genevieve.hladysz@ymcahbb.ca by **June 30, 2025**.

The YMCA of Hamilton|Burlington|Brantford is committed to creating an inclusive, diverse, equitable and accessible environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or neurodiversity. We understand the social barriers preventing individuals from applying for open roles. We encourage those from the Indigenous, 2SLGBTQIA+, BIPOC, and Disabled communities to apply. If you need any accommodation throughout the recruitment process, please do not hesitate to contact our People, Leadership and Culture Department plc@ymcahbb.ca