

Aquatics Manager

Location: Flamborough Family YMCA, 207 Parkside Dr, Waterdown, Ontario

Position Type: Full time, Salaried with benefits and complimentary YMCA membership

Starting Salary: \$63,561.00 annually (Grade 5)

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.

Reporting to the branch General Manager, the Aquatics Manager provides supervision and coaching to members, staff and volunteers within all Aquatics programs and service areas ensuring program excellence at the Flamborough Family YMCA. The Aquatics Manager participates as a member of the Health, Fitness & Aquatics team and provides leadership to the aquatic program area, ensuring program excellence. The core function of this position is program planning and implementation, customer service, advanced aquatics training plans, staff and volunteer recruitment, training, and performance management. Hours of work will vary including early mornings, days, evenings, weekends and statutory holidays based on rotational schedule and arranged in advance; emphasis of this position will be on direct program development/ delivery and statistical tracking, facility supervision and the provision of excellent customer service through relationship building strategies.

This is an excellent opportunity for a dedicated aquatics leader with a passion for mentorship and program development to make a lasting impact. With strong relationship-building and communication skills, the Aquatics Manager will help foster a supportive team environment that will contribute to making the YMCA of Hamilton|Burlington|Brantford an outstanding place to work.

What You'll Do:

- **Program Development & Delivery:** Responsible for designing, scheduling, and delivering high-quality aquatic programs and member engagement activities. This includes direct leadership in the delivery of programs, modeling and mentoring excellence in service. The role also involves teaching specialized classes such as Aquafit and Hydrotherapy when needed, as well as managing pool rentals to support revenue generation.
- **Staff Recruitment, Training & Mentorship:** Responsible for recruitment, training, and ongoing mentorship of aquatics staff and volunteers to ensure exceptional service delivery. Oversee program leaders to maintain a safe and effective work environment, uphold safety protocols, and ensure accurate record-keeping in compliance with public health regulations.
- **Advanced Aquatics & Workforce Development:** Coordinate Advanced Aquatics Courses across the Association. Working closely with the Association Aquatics Program Group and external partners like the Lifesaving Society, the Supervisor will help develop annual plans and schedules that support a robust pipeline of qualified lifeguards. This includes promoting the YMCA as an Employer of Choice and facilitating smooth transitions into YMCA employment while driving course-related revenue.

- **Operational Oversight & Compliance:** Ensure full compliance with health and safety regulations, including water testing, chemical usage, equipment maintenance, and documentation per Public Health Regulation 565. Collaboration with the Facility Manager is essential to uphold standards for both the pool environment and supporting infrastructure above and below deck. Participates in scheduled Manager on Duty shifts as part of the Branch Leadership Team.
- **Financial & Administrative Management:** Develops and maintains the Aquatics budget. Communicates departmental activities, programs, and updates effectively with the Branch Leadership Team and Membership Services.

What You'll Bring:

- Diploma or Degree in Recreation and Leisure or related field
- A minimum of two (2) years of supervisory experience in an aquatic or recreation setting, with demonstrated ability to lead, coach, and develop staff.
- Valid Standard First Aid and CPR-C are required to ensure readiness in emergency situations and compliance with safety standards.
- National Lifeguard (NL) certification and YMCA and/or Lifesaving Society Instructor certifications are required.
- Strong leadership skills with emphasis on coaching, teamwork, development and influencing others
- Excellent interpersonal and communication skills with the ability to represent the Association professionally in interactions with internal stakeholders and/or external communities.
- This role requires physical stamina and attentiveness, with extended periods of standing, sitting, or movement. Must be capable of assisting with emergency responses, including supporting or lifting participants as needed, and safely handling pool chemicals and maintenance tasks.

A Major Asset if:

- You have worked in non-profit, charity or public sector organizations.
- National Lifeguard Examiner (NL Examiner) certification is an asset, indicating a higher level of leadership and instructional ability in lifeguard training.
- Aquafit Instructor Certification is considered an asset, enabling the Supervisor to support and deliver a wider range of fitness programming.
- YMCA Aquatic Trainer Certification is preferred, demonstrating a high level of expertise in training and developing aquatic staff.

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.



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ymcahbb.ca

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: Marissa Verdone, General Manager via email to marissa.verdone@ymcahbb.ca by **January 2, 2026**.

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



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