

Position Title: Lifeguard/Swim Instructor

Location: Eau Claire Athletic Club (ECAC)

Employment Type: Part-time/Full-time

Reports To: Aquatics Manager



Position Summary

As a Lifeguard & Swim Instructor at ECAC, you'll be part of a team that is passionate about creating a safe, supportive, and engaging aquatic environment for all. From overseeing pool safety and responding confidently to emergencies, to leading dynamic, developmentally appropriate swim lessons for children and adults, your role is essential to the member experience.

We are seeking certified and enthusiastic Lifeguards & Swim Instructors to join our Aquatics Team. In this dual role, you will be responsible for ensuring the safety of all aquatic users while delivering inclusive, high-quality swim instruction aligned with Lifesaving Society standards.

Key Responsibilities

1. Professionalism & Team Conduct
 - Arrive on time, in full uniform, and ready to work as part of a collaborative team
 - Separate personal matters from professional responsibilities while on shift
 - Demonstrate initiative, accountability, and pride in daily duties and member interactions
 - Support and contribute to a respectful, inclusive, and team-oriented work environment

2. Swim Instruction
 - Deliver engaging, inclusive swim lessons to participants of varying ages and abilities in accordance with Lifesaving Society standards
 - Adapt lessons to the needs of individual participants while ensuring safety and progression
 - Keep all participants in view, active, and engaged during instruction

- Maintain awareness of class ratios and pool space usage to ensure participant safety and efficiency
 - Provide clear, constructive feedback to participants and communicate progress to parents or guardians as needed
3. Safety Supervision
- Provide constant, thorough supervision of assigned pool zones using approved scanning techniques
 - Respond confidently and efficiently to emergencies and incidents, administering First Aid as required
 - Educate patrons on pool rules, facility policies, and water safety practices
 - Collaborate with the team to prevent incidents through proactive public education and support
 - Follow all class management, emergency response, and safety procedures
4. Customer Service & Communication
- Offer a professional and approachable presence while interacting with members, guests, and families
 - Educate users about facility rules, health and safety protocols, and program expectations
 - Utilize appropriate communication tools including radios, whistles, hand signals, and body language
 - Provide clear updates and feedback to participants and their families regarding progress and safety
5. Facility Maintenance & Cleanliness
- Ensure a clean and safe environment for patrons and staff in lifeguard- and instructor-specific areas such as the pool deck and instructional spaces
 - Inspect and report any equipment or safety concerns to supervisors
 - Follow safe work practices and support completion of daily and weekly maintenance checklists
6. Administrative
- Attend mandatory skills training, in-services, & meetings
 - Complete Incident Report Forms as required
 - Complete all related instructor administrative duties including; attendance, worksheets, waivers, lesson planning, report cards

7. Risk Management

- Perform First Aid as required
- Maintain cleanliness and safety of the Aquatic Park
- Ensure safety of staff and patrons in Aquatic Park
- Document and report to your supervisor any incidents that occur during your shift
- Actively involved with workplace inspection and hazard assessments

Qualifications & Skills

Qualifications

- Required
 - Current Standard First Aid & CPR-C/AED
 - Current Lifesaving Society Swim Instructor certification
 - Current Lifesaving Society Lifeguard (Pool Option)
 - If 18+, Police Information Check with Vulnerable Sector Search (within 2 months of hire)
- Assets
 - Lifesaving Society Lifesaving Instructor
 - First Aid Instructor

Skills

- Ability to work as a team member and independently
- Ability to work within multi age groups
- Strong customer service skills
- Strong communication and problem-solving skills
- Strong organizational skills

Work Environment

- Ability to work in a fast-paced, warm, noisy and demanding environment
- Ability to complete sessional aquatic skills aligned with Lifesaving Society physical standards
- Ability to work with vulnerable populations and respect customer/facility confidentiality

- Ability to lift 20-25lbs and work in a daily routine of sitting, standing, walking, swimming, bending, crouching, and kneeling
- Extended periods of time in the pool and on pool deck
- Exposure to chemical used in the pool
- Exposure to cleaning supplies

Compensation & Benefits

- Compensation for this position ranges from \$18 to \$22 per hour based on experience
- Opportunity for access to ECAC facilities and programs during specified times
- Opportunities for professional development within ECAC

Please send in your application through the careers page on the ECAC website by May 14th, 2025.