



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

NORM WAITT SR. YMCA JOB DESCRIPTION

POSITION DETAILS

Job Title: Lifeguard
Status: Part Time Non-Exempt
Department: Aquatics
Reports to: Director of Healthy Living
Job Grade: Job Grade **One**
Revision Date: September 19, 2025

POSITION SUMMARY:

The **Lifeguard** plays a vital role in advancing the YMCA's mission of strengthening community by connecting people to their potential, purpose, and one another. This position is responsible for maintaining a safe, supervised aquatic environment that prevents accidents, responds to emergencies, and promotes confidence in and around the water. Guided by the YMCA's core values—**Caring, Honesty, Respect, and Responsibility**—we foster a culture that is **Welcoming, Genuine, Hopeful, Nurturing, and Determined**.

KEY RESPONSIBILITIES:

1. Create a welcoming environment.
 2. Deliver high-quality service aligned with departmental standards and YMCA goals.
 3. Ensure physical and emotional safety of all participants, staff, and members.
 4. Build positive relationships with peers, participants, and families through respectful and consistent communication.
 5. Maintain clean, safe, and organized program/work environments; promptly report any concerns or incidents.
 6. Attend and actively participate in required trainings, meetings, and organizational events.
 7. Uphold YMCA policies and represent the organization with professionalism, integrity, and respect.
 8. Model YMCA core values and use the Y-Voice: Welcoming, Hopeful, Determined, Genuine, and Nurturing.
 9. Perform other duties as assigned in support of the YMCA's mission and strategic goals.
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YMCA COMPETENCY AREAS:

- **Mission Advancement:** Models the Y's mission, values, and service standards in every interaction.
 - **Operational Effectiveness:** Maintains focus, attention to detail, and readiness in fast-paced environments.
 - **Emotional Maturity:** Demonstrates sound judgment and remains composed during stressful or emergency situations.
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QUALIFICATIONS:

- Must be at least 15 years of age.
- Certification in CPR/AED for Professional Rescuer, First Aid, and Lifeguarding (YMCA, Red Cross, or equivalent).
- Approved Mandatory Child Abuse Reporting Certification.
- Emergency procedures training.
- Must maintain certification-level physical and mental readiness.
- Demonstrated ability to perform all lifeguard skills to YMCA standards.

The Y: We strengthen the community through youth development, healthy living, and social responsibility.

NORM WAITT SR. YMCA JOB DESCRIPTION

Job Title: **Lifeguard**

- Understands that the YMCA is a public accommodation committed to compliance with the Americans with Disabilities Act (ADA).

REQUIRED TRAINING AND CERTIFICATIONS:

(or willingness to complete within designated timeframe upon hire)

- YMCA-approved Bloodborne Pathogens Training
- Mandatory Child Abuse Reporting Certification
- Emergency Procedures Training
- CPR and First Aid Certification
- Lifeguard Certification (YMCA, Red Cross, or equivalent)

WORK ENVIRONMENT AND PHYSICAL DEMANDS

- Physically perform all lifeguard rescue and scanning skills.
- Hear and respond to distress signals in a noisy aquatic environment.
- Remain alert and responsive during long periods of surveillance.
- Maintain visual contact across the full zone of responsibility.
- Work indoors and outdoors in varied weather conditions.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

IMPACT STATEMENT:

This role directly contributes to the Norm Waitt Sr. YMCA's mission by creating transformational experiences through meaningful connections, quality service, and a welcoming environment. In doing so, it strengthens both our Siouxland community and the broader impact of the YMCA across the country.

Today's date: _____

I acknowledge that I have received, read, and understand the responsibilities and expectations outlined in this job description.

Employee's name

Employee's signature

Supervisor's name

Supervisor's signature