



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

JOB DESCRIPTION:

Job Title: Lifeguard

FLSA Status: Non-Exempt

Job Type: Part-Time

Reports to: Aquatics Director

Revision Date: 2/27/2026

Specific Shift: **Openers 5am-8am, Day Shifts 8am-4pm, Night Shift 4pm-8pm, and Weekends.**

SUMMARY/OBJECTIVE:

Under the direction of the Aquatic Director, and in accordance with the philosophy and mission of the YMCA at ACRC. The lifeguard will supervise the aquatic areas to prevent accidents, assist swimmers, and keep the area and facilities clean. Creates a safe and positive atmosphere that promotes member safety and engagement in accordance with YMCA policies and procedures that promotes member safety and engagement. This is a part time position.

ESSENTIAL FUNCTIONS:

- Maintains constant surveillance of the pool area.
- Knows/reviews all emergency procedures and responds to emergency situations immediately in accordance with YMCA policies and procedures. Completes related reports as required.
- Maintains effective, positive relationships with the members, participants and other staff.
- Knows, understands, and consistently applies safety rules, policies and guidelines for the pool and aquatic area.
- Maintains accurate records as required by the YMCA and/or the state Health Department code.
- Performs equipment checks and ensures appropriate equipment is available as needed.
- Checks the pool for hazardous conditions when arriving.
- Attends all staff meetings and training as required.
- Maintain current certifications.
- Complete additional duties assigned by the supervisor.
- Completes routine pool cleaning such as but not limited to scrubbing decks and pools, window washing, stainless steel cleaning, and routine upkeep of the aquatic area.

YMCA COMPETENCIES:

- Values: Accept and demonstrate the Y's values
- Community: Desire to serve others and fulfill community needs

- Inclusion: Work effectively with people of different backgrounds, abilities, opinions, and perceptions
- Relationships: Build rapport and relate well with others
- Developing Others: Take the initiative to assist in developing others
- Decision-Making: Make sound judgments, and transfer learning from one situation to another
- Change Capacity: Demonstrate an openness to change and seek opportunities in the change process.

SUPERVISOR RESPONSIBILITY:

This position will not have any supervisory roles.

WORK ENVIRONMENT:

This position operates in and around a pool area. Sometimes the floor will be slippery, or the working environment will seem humid.

PHYSICAL DEMANDS:

- Ability to lift a person off the bottom of a pool ranging from 0ft - 9ft in depth.
- Perform all skills required for Lifeguarding, First Aid, and CPR/AED certifications.
- Comfortable in the water.
- While performing duties of this job, employees are frequently required to stand; walk; sit; use hand to handle or feel; reach with arms and hands. Employees must be able to talk, taste, smell and see (both near and far). Occasionally required to climb or balance; stoop, kneel, crouch.
- Ability to pass lifeguard water test.
- Must be able to remain alert.
- Must be able to sit or stand for extended periods.
- Adequate ability to hear noises and distinguish distress signals.
- Ability to continuously scan all areas of the pool with clear vision.
- Ability to perform strenuous physical tasks necessary for water rescues.
- Ability to communicate verbally, including projecting voice across distance in normal and loud situations.

TRAVEL:

Travel is not required for this position.

POSITION TYPE/HOURS OF WORK:

This is a part-time position. The pool is open seven days a week and hours will depend on the requirements of the aquatics department.

REQUIRED EDUCATION/EXPERIENCE:

Minimum age of 15

- Certifications: CPR/AED for professional rescuer, YMCA or Red Cross Lifeguarding/First Aid, and Oxygen.

- Ability to maintain certification-level of physical and mental readiness.
- Successful completion of the Austin Y's Lifeguard Assessment prior to employment

PREFERRED EDUCATION/EXPERIENCE:

Ability to instruct swimming classes

ADDITIONAL ELIGIBILITY/QUALIFICATIONS:

Must be able to successfully pass a background check

EEO STATEMENT:

The YMCA at the Austin Community Recreation Center (the Y) provides equal employment opportunities (EEO) to all employees and applicants for employment without regards to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, the Y complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

OTHER DUTIES:

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

UNIFORM REQUIREMENT:

The YMCA at ACRC will provide employees with 1 Y logo swimsuit upon employment & up to 1 annually after that. If employee leaves within 3 months of receiving swimsuit employee will be required to pay back full cost of swimsuit. This job description has been approved by all levels of management:

CEO_____

Aquatic Director_____

HR Manager_____

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee_____Date_____