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Job Title: **Swim Instructor**

Reports to: Sr. Aquatics Director and Aquatics Director

POSITION SUMMARY:

The Torigian Family YMCA is seeking swim instructors to join our aquatics team and help us keep our commitment to water safety, skill building, and exceptional member service. Qualified candidates are 16 years old or older, have current swim instructor certification or willingness to become certified, and a desire to work with people from a variety of backgrounds, build relationships, and the ability to manage a safe and supervised pool area. Under the direction of the Aquatic Directors, the swim instructor is responsible for ensuring the student's safety, observing and increasing the student's skill level in and around water. Shifts include weekend, weekday morning, afternoon and evening.

ESSENTIAL FUNCTIONS:

1. Instruct swim lessons following lesson plans provided by Aquatic Director
2. Evaluate swimmer's unique abilities, provide age appropriate feedback and progressive drills to improve skills.
3. Maintain safety as a priority, keep all participants in eyesight at all times. Follow all YMCA staff policies, rules, regulation and procedures, including emergency procedures. Complete incident reports as necessary.
4. Prepare equipment prior to teaching, organize and put away equipment after teaching. Report damaged equipment to Aquatic Director
5. Remain positive with high energy throughout the class. Limit time participants spend waiting for a turn, include fun by varying equipment, skills and yardage.
6. Balance meeting the goals, objectives, needs and interests of the YMCA, the swim class as a whole and each individual.
7. Begin and end class on time. Record attendance and update class skill sheets after each class.
8. Build professional, authentic relationships with students and parents. Communicate progress to parents both verbally and via progress reports.
9. Report to work before scheduled shift, change into swimsuit and be on deck prior to start of shift.
10. Take responsibility to find a qualified replacement to fulfill a shift requirement and notify your supervisor in writing of the personnel change.
11. Commit to attaining new teaching skills. Attend all scheduled staff meetings and in-service trainings.
12. Complete other duties as assigned by the Aquatics Director

YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

Collaboration: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

Operational Effectiveness: Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

Personal Growth: Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

1. Minimum age of 15.
2. Certifications: CPR, AED and First Aid certification are preferred. Certifications are offered once hired.
3. YMCA Swim Lessons certification preferred. On-site training provided.

Physical Demands:

1. Ability to demonstrate strokes.
2. Must be able to remain alert.
3. Adequate ability to hear noises and distinguish distress signals.
4. Ability to continuously see all areas of the pool with clear vision.
5. Ability to perform strenuous physical tasks necessary for a water rescue.
6. Ability to communicate verbally, including projecting voice across distance in normal and loud situations.
7. Any other tasks assigned by the Aquatics Director.

Shift Requirements

Shifts include weekend, weekday, morning, afternoon and evening.

Interested in applying, please contact Jose Medina, Torigian Family YMCA Aquatics Director, at jmedina@metronorthymca.org