



**Posting ID: JR526**

## **AQUATIC SHIFT LEADER**

Permanent Part Time – 20 hours / week

\$26.89/hour - \$33.61/hour

**This position has been deemed safety sensitive by the employer and as such is subject to reasonable cause and post-incident drug and alcohol testing.**

At the City of Leduc, our mission is People. Building. Community. We offer a collaborative and dynamic workplace where our values of Teamwork, Service, Respect and Leadership guide our conduct and contribute to a healthy culture. We strive to offer the best aquatic experience, including the best lessons, safest swims, and cleanest facilities. If you would like to work as part of a progressive organization and enjoy a fast-paced environment, then this may be the opportunity for you.

We are currently recruiting for permanent, part-time **Aquatic Shift Leader's** at the Leduc Recreation Centre.

### **About the Opportunity:**

Reporting to the Aquatic Operations Coordinator, the Aquatic Shift Leader is responsible for ensuring the effective daily operation aquatic facilities and high-quality service delivery. This person trains and mentors a large aquatic staff, liaises with Guest Services, delivers superior customer service and supports the Aquatic Operations Coordinator with lifeguarding, mechanical and custodial operations as well as direct-delivery training sessions. Designed to be flexible for a Post-Secondary Student looking to continue their Aquatic experience and supplement their income with a Permanent Part-Time role.

### **Responsibilities include, but are not limited to:**

- Support/mentor lifeguards and assistant lifeguards on and off the pool deck, acting as an additional support resource and point of escalation
- Certifying and re-certifying lifeguard staff.
- Leading new lifeguard orientations.
- Providing ongoing mentorship and training with lifeguards.
- Conducting regular in-service training and skill development sessions on various topics
- Completing lifeguard evaluations and assisting with performance appraisals.
- Coordinating and conducting interviews for assistant lifeguard and lifeguard applicants.
- Inventorying chemical supplies and placing orders.
- Coordinating general facility maintenance program and OHS inspections.
- Adjusting staff schedules to meet operational requirements.
- Performs aquatic mechanical operations
- Directing daily workflow, maintenance and lifeguarding rotations.
- Coordinating amenity maintenance closures, monthly skills training.
- Leading emergency response situations.
- Representing Aquatic Services at promotional events.
- Instruct swimming lessons and leadership programs, as required.
- Lifeguard and provide first aid, as required.
- Complete facility maintenance, as required.

**Qualifications:**

- 18 years of age with High School Diploma.
- A minimum of 2 years of aquatic experience
- Knowledge of Risk Management and Occupational Health and Safety practices
- Experience leading a dynamic team, including coaching, mentoring and providing technical guidance
- Strong interpersonal skills with the ability to work both independently and collaboratively within a team
- A positive and energetic personality who makes work meaningful and enjoyable while inspiring the team to deliver results
- Ability to exert physical effort demanded by swimming, pulling patrons from the water, and cleaning.
- Ability to handle public relations responsibilities effectively and thoroughly and to be firm and tactful in maintaining aquatic discipline and to respond calmly to emergencies

**You are an ideal candidate if you have the following:**

- Grade 12 diploma
- A minimum of 2 years of aquatic experience
- Experience supervising/leading a team, including coaching, mentoring and motivating others
- A positive and energetic personality who makes work meaningful and fun while inspiring the team to deliver results
- A passion for aquatic program delivery and for developing people
- Strong interpersonal skills with the ability to work both independently and collaboratively within a team
- Excellent verbal communication skills with a proven commitment to customer service
- Independent decision making, problem solving, and analytical skills
- Excellent organizational and time management skills
- Ability to thrive in a fast-paced environment by multi-tasking and efficiently prioritizing workload
- Ability to exert physical effort demanded by swimming, pulling patrons from the water, and cleaning
- A commitment to ongoing learning and skill development, including the ability to complete monthly fitness and knowledge skills tests, attend all required training and in-service sessions and complete additional courses or certifications as required
- Knowledge of Risk Management and Occupational Health and Safety practices
- Ability to work evenings and weekends

**Certifications:**

- The following certifications are **required** for this position:
  - Lifesaving Society Swim Instructor (SI) combined with a minimum of one year of teaching experience with this certification
  - National Lifeguard (NL) certification
  - Intermediate First Aid with CPR C
  - AARFP Pool Operator Level 1 and 2
- The following certifications or courses are considered **assets** for this position:
  - Lifesaving Instructor (LSI) or Assistant Lifeguard Instructor (ALGI) certification
  - AFLCA - Aquatic Specialization
  - National Lifeguard Instructor (NLI) certification
  - Aquatic Emergency Care (AEC)

**Hours of Work:**

- 20 hours/week
- Flexible shifts to be coordinated with the Aquatic Operations Team
- Majority of shifts are late afternoons, evenings, and weekends as well as covering for other Aquatic Shift Leader shifts
- Mandatory requirement of working minimum two (2) evening shifts/week and one (1) weekend shift/week
- Must be flexible to attend/lead training sessions outside of typical work hours, as required, as well as teach swimming lessons and leadership courses.

**Perks:**

- An additional \$1.00/hr. shift premium for hours worked before 7:00 a.m. and after 6:00 p.m. daily
- Annual deck footwear allowance of \$65.00
- Free annual LRC membership
- Paid training and recertification (time and course fees)

**Options:**

- Participate in the Pension Plan
  - Accrue pro-rated vacation based on regular hours of work paid at the basic rate of pay
- **OR** Opt out of the Pension Plan
  - Earn Vacation Entitlement based on fixed percentage of annual gross regular earnings.

**Conditions of Employment:**

- Candidates must provide a current Criminal Record Check, including Vulnerable Sector Check is required prior to start of employment, completed at employee's expense.
- Submission of proof of all certifications and Lifesaving Society Member ID#.

**Join our Team!**

Come and be a part of an energetic team where we work together to have fun and provide the best aquatic experience for our patrons. If you are a positive, customer-focused individual, we would love to hear from you!

To apply, please visit our website at [www.leduc.ca/careers](http://www.leduc.ca/careers)

Competition closes at 11:59 pm (MT) on **July 31, 2024**