



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

SWIM INSTRUCTOR

Job Title: **Swim Instructor**

FLSA Status: Part Time

Reports to: Aquatics Director

Job Grade: 7

Revision Date: 11/30/19

Primary Function/Department: Aquatics

POSITION SUMMARY:

The Swim Instructor is responsible for providing swimming instruction to people of all ages, following the Hastings YMCA Swim Lessons guidelines. Swim Instructors will provide excellent customer service in a safe, enjoyable, and positive atmosphere that promotes member safety and satisfaction in accordance with the YMCA policies and procedures.

ESSENTIAL FUNCTIONS:

1. Provide swimming instruction to students of various ages and ability levels.
2. Maintain constant supervision of students, watch for swimmers needing assistance, and aid swimmers when necessary to ensure a positive learning environment.
3. Know, understand, and consistently communicate policies and procedures for the pool and whirlpool.
4. Understand the YMCA Swim Lessons program, including swimming levels and skills taught for each level. Evaluate students and recommend placement in the correct skill level.

YMCA COMPETENCIES (Organizational Leader):

Mission Advancement: Incorporates the Y's mission and values into the organization's vision and strategies. Ensures community engagement; promotes the global nature of the Y. Leads a culture of volunteerism ensuring engagement, inclusion, and ownership. Leads a culture of philanthropy.

Collaboration: Advocates for and institutionalize inclusion and diversity throughout the organization. Initiates the development of relationships with influential leaders to impact and strengthen the community. Is recognized as an inspirational community leader who navigates complex political and social circles with ease. Communicates to engage and inspire people within and outside the YMCA.

Operational Effectiveness: Possesses penetrating insight and strong strategic and critical thinking skills. Invests resources in well-designed innovation initiatives.

Personal Growth: Shares authority and demonstrates courage and humility. 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 16.
2. Completed YMCA Swim Instructor Skills Verification.
3. Patience and the ability to communicate with all ages and levels of swimmers.
4. Demonstrated ability to swim in shallow and deep water, and tread water (Stage 4 level swimming skill).
5. Dedicated to member safety and the mission and philosophy of the YMCA
6. Red Cross Water Safety Instructor or Basic Swim Instructor certification.

Hastings Family YMCA
1220 W. 18th St/1430 W. 16th St.
Hastings, NE 68901
P 402-463-3139

WORK ENVIRONMENT & PHYSICAL DEMANDS:

- Must remain in the pool area at all times.
- Ability to support child or adult body weight in the water.
- Must be able to remain alert with no lapses of consciousness in a warm environment with air temperatures of 80 degrees or higher.
- Demonstrated ability to recognize and remedy hazardous/dangerous situations.
- Ability to recognize and react calmly and effectively in hazardous/dangerous situations.
- Communicate verbally, including projecting voice across distance in normal and loud situations.
- Perform all physical aspects of the position, including walking, standing, bending, reaching, and lifting up to 50 pounds at a time in a warm pool environment.
- The noise level in the work environment is usually moderate.

SIGNATURE:

I have reviewed and I understand this job description.

Employee's name

Employee's signature

Today's date: _____