



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

WINONA FAMILY YMCA – JOB DESCRIPTION

Job Title: Lifeguard

FLSA Status: Non-Exempt

Job Type: Part-Time

Reports to: Aquatics & Safety Director

Revision Date: 9/15/25

Y Job Grade: 3

Pay Range: \$14.50-\$15.50

Benefits: Paid time off, YMCA membership, YMCA programs discount including camp and child care, Employee Assistance Program, retirement plans, Child Watch (limited hours), CPR certification, Lifeguard certification, Water Safety Instructor certification

Summary/Objective

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living, and social responsibility. Lifeguard maintains safe swimming conditions in the pool, deck, and surrounding areas. Creates a safe and positive atmosphere that promotes member safety and engagement in accordance with YMCA policies and procedures.

Our Culture

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day.

We are welcoming: we are open to all. We are a place where you can belong and become.

We are nurturing: we support you in your journey to develop your full potential.

We are determined: we are on a relentless quest to make our community stronger.

Qualifications

- Must be able to pass a background check.
- Must be at least 18 years of age.
- Certifications: CPR for the Professional Rescuer, AED, Basic First Aid.
- Current Red Cross Lifeguard or equivalent.
- Ability to maintain certification-level of physical and mental readiness.
- Must demonstrate lifeguard skills in accordance with Red Cross standards.
- Ability to respond to safety and emergency situations and to make solid decisions under pressure.

General Essential Functions

1. Adhere to job safety practices and risk management protocols per the Employee Handbook and Emergency Response Plan, including child abuse prevention standards and mandated abuse reporting requirements, to create and maintain a safe and secure environment for all.
2. Perform excellent service to all members, staff, volunteers and guests.
3. Perform other related duties as assigned by your supervisor or other Leadership staff.

Role Specific Functions

1. Maintain active surveillance of the pool area.
2. Familiar with all emergency procedures and respond to emergency situations immediately in accordance with YMCA policies and procedures. Complete related reports as required.
3. Maintain effective, positive relationships with the members, participants and other staff.
4. Know, understand, and consistently apply safety rules, policies and guidelines for the pool and aquatic area.
5. Maintain accurate records as required by the YMCA and/or the state Health Department code.
6. Perform equipment checks and ensure appropriate equipment is available as needed.
7. Check the pool for hazardous conditions when arriving.
8. Attend all staff meetings and in-service trainings, or make up missed trainings with supervisor before working next shift.

Physical Demands

Ability to perform all physical aspects of the position including: walk, stand, bend, reach, lift, use hands to manipulate objects, talk, hear and see. Ability to lift up to 50 pounds to assist or remove individuals from the water. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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.

Signature

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

Employee_____ Date_____