

Job Description

Job Description: Aquatics Lead

Reports to: Camp Director, Program Manager, Program Coordinator

Supervisory Responsibilities: Lifeguards

Employment Status: Seasonal

Key Strengths:

1. **Safety Minded:** Attention to potential hazards and prevention.
2. **Responsible:** Ability to enforce regulations, policies, and maintain safety.
3. **Organized:** Maintains a safe, clean, pool area with attention to safety, staff, clients, facility upkeep and paperwork
4. **Aquatic Skills:** Comfort and strong ability in the water.

Minimum Qualifications:

1. Must be 21+ per ACA Standards
2. Current and valid American Camping Association (ACA) approved lifeguard certification.
3. One year experience in a camping environment.
4. Strong leadership, organizational, communication, and teaching skills.
5. Demonstrated knowledge and skills in a pool setting.
6. Ability to communicate and work with staff, children, and teens and provide a safe pool experience.
7. Ability to observe camper behavior, assess its appropriateness, enforce safety regulations, and apply appropriate intervention techniques when necessary to promote safety, growth, and positive interactions.
8. Visual and physical ability to identify and respond to environmental and other hazards related to the pool. Must swim a minimum of 300 meters (12 laps) per program week.
9. Valid driver's license.

Primary Responsibilities:

1. Maintain a safe, clean and fun swimming pool environment, including pool, grounds around the pool, equipment and the shower house.
2. Supervise lifeguards including a pre-camp training and periodic reviews and in-services during the summer.
3. Maintain open lines of communication and training with all staff concerning their roles (ex. Extra Eyes) at the pool.
4. Supervise the swim tests and maintain appropriate documents.
5. Schedule and coordinate pool usage with all program teams.
6. Coordinate with the maintenance staff in the upkeep of the pool, maintain pH levels, pressure and flow, clean chlorinators once a week, clean the pool once/twice a week (vacuum and scrub algae), backwash if necessary, troubleshoot chemicals and mechanical operations.
7. Staff all pool programs according to the policy and ACA ratios.
8. Manage equipment inventory and report needed items to the Camp Director
9. Prepare and train weekend staff to open/close pool and to operate pool according to ACA standards.
10. Participate in all staff meetings.
11. Live in cabin and support camper units when not actively engaged in aquatics responsibilities.
12. Work with Coordinators to determine unit support needed.

Observable Behaviors:

1. Customer Service
 - a. Role Model –provide positive interactions with campers, parents, and clients, and demonstrate positive behavior management.
 - b. Positive Relationships – learn camper’s and parent names, interact with campers, and create opportunities for campers to make friends.
 - c. Go Above and Beyond – respond effectively and efficiently to client, parent, staff, and camper needs.
2. Teamwork
 - a. Flexible- adapt positively to camp and schedule changes and be willing to jump in where needed.
 - b. Effective Communication – maintain open communication with campers, clients, parents, and staff.
 - c. Motivator – keep summer staff motivated and energized all summer long.
3. Work Quality
 - a. Professionalism - Deliver a high quality, professional, and safe Joy experience.
 - b. Timeliness-Arrive on time and prepared for all programs, meetings, and tasks.
 - c. Initiative - Complete all tasks in a timely and professional manner.

Measurable Goals:

1. Receive an average of “meets or exceeds expectations” on staff evaluation form.
2. Receive camper outcome evaluation of 96% or higher in reference to “campers report having fun at camp.”