

One Heartland Job Description Lifeguard and Aquatics Specialist

Job Summary

Under the supervision of the Aquatics Supervisor, Lifeguard & Aquatics Specialists are responsible for the safety of participants in all water areas (including outdoor pool and lake), and responsible for the development and delivery of safe, engaging, and effective aquatics programs in areas such as swimming, canoeing, and fishing. They live in a cabin with a group of approximately 8 youth participants and 2 staff and provide support to the Counselors in their responsibility for the overall safety and well-being of participants. This is a full-time, live-on-site, summer seasonal position paying \$500 per week, with room and board provided.

Principal Responsibilities & Essential Functions

- Attend training sessions during staff orientation addressing the development of safe, fun, diverse, inclusive, and equitable participant outcomes and experiences
- Participate in pre-season and weekly rescue skills verification and in-service training with the lifeguard team
- Develop and deliver engaging aquatics programming (to include recreational swimming, canoeing, and fishing) for all ages and abilities of participants
- Ensure the safety of participants in all aquatic activities, including communicating and enforcing policies, minimizing or eliminating dangerous situations and/or behaviors, providing active supervision and being rescue-ready at all times, and responding to emergencies in both pool & lake
- Assist in the management and care of aquatics program areas by (but not limited to) maintaining equipment and inventory, ensuring the safety and cleanliness of the space, daily set-up/break-down, and conducting a final inventory at the end of the camp season
- Support counselors with participant supervision and engagement when not occupied with program area responsibilities
- Plan and facilitate occasional one-hour programs based on their unique skills and interests to offer as electives to participants
- Ensure appropriate, accurate, and timely documentation and communication of participant related concerns, including referral to healthcare or supervisory staff
- Act in cases of urgency or emergency in alignment with camp policies & procedures and their training as a lifeguard
- Work as part of a team, supporting other team members and projects as needed, such as assisting with clean up after meals or helping prepare camp for the next group of participants
- Attend and participate in staff meetings, communicate clearly and appropriately with supervisors and peers about the wellness and development of participants, and support general logistics, such as assisting with participant arrival and departure
- Ensure the following of all One Heartland staff and facility policies and procedures as well as all health and industry regulations such as state of Minnesota and ACA (American Camp Association) standards
- Work together with other staff to ensure assigned program areas and equipment are safe for use
- Act in a professional and friendly manner to ensure positive relations with participants, families, community, volunteers, visitors, and staff

Qualifications

- Experience with youth ages 7-17 in a non-peer role
- Experience with swimming, canoeing, and/or fishing
- Organized, creative, participant-focused, and safety conscious
- Current Lifeguard certification, including CPR, First Aid, and AED skills (course available during staff orientation for candidates with proof of meeting required swimming skill prerequisites)

- Ability to work as a team to carry out emergency response in lake and pool
- Ability to effectively teach, direct, supervise, guide, and support groups of youth of various ages, backgrounds, abilities, and experiences
- Ability to plan, adapt, and facilitate aquatics programs that meet the needs and interests of all participants
- Ability to maintain confidentiality regarding organizational, staff, and participant information
- Commitment to stewardship and conservation by using resources effectively and efficiently
- Connection to or knowledgeable about one or more of the communities we work with (LGBTQ+, HIV/AIDS, currently or formerly unhoused) along with a commitment to respectfully work with, and honor the identities and experiences of, our participants from these communities
- Demonstrated commitment to diversity, equity, inclusion, and anti-racism

Preferred Qualifications

- Prior work experience as a lifeguard
- Prior experience planning and facilitating aquatics activities with youth
- Prior work or volunteer experience with one or more of the communities we work with (LGBTQ+, HIV/AIDS, currently or formerly unhoused)

Physical Requirements

- Must be able to thrive in an environment with regular exposure to crowds and high noise levels
- Must be able to withstand prolonged work hours
- Able to remain alert to dangerous situations while sitting, standing, or walking for various amounts of time
- Must be able to demonstrate meeting lifeguard certification requirements, including but not limited to swimming 300 yards continuously, treading water at least 2 minutes continuously, diving to a depth of 10 feet to retrieve an object, and swimming while towing another person and consistently supporting their head above the water
- Ability to react to emergency situations by quick movements, strenuous activity, and on occasion assist or lift people in distress of varying weights
- Ability to sit in, balance in, move about, and paddle a canoe independently in a lake
- Must be able to move about camp indoors and out & work in outdoor weather conditions
- Must be able to assist participants in an emergency (fire, evacuation, illness, or injury) and possess both physical and mental strength, endurance, and composure required to maintain constant supervision and support to participants
- Ability and willingness to live in camp setting with daily exposure to the sun, heat, and animals such as bugs, snakes, and spiders

Working as a member of the One Heartland team is a unique, exciting, and demanding opportunity. Fostering our community requires hard work, long hours, and significant commitment. Staff must maintain high levels of energy, patience, professionalism, and compassion. This intense work requires stamina and dedication. The result is an incredibly rewarding job transforming the lives of young people, families, and often one another, too.

Frequently cited statistics show that women and members of structurally marginalized and/or underrepresented groups apply to jobs only if they meet 100% of the qualifications. One Heartland encourages you to break that statistic and apply. No one ever meets 100% of the qualifications. We look forward to your application.