

Join our Team!

Position Title:	Senior Aquatic Staff
Date Posted:	April 6, 2026
Competition File No.:	2026-24
Program Area:	Health, Fitness and Aquatics
Worksite Location:	Owen Sound
Travel Requirement:	No
Position Type:	Permanent Full Time Category: #1
Existing Vacancy:	Yes No. of Vacancies: 2
Hours:	30 to 35 hours per week
Shifts:	This position requires a flexible work schedule including early mornings, evenings, weekends and holidays as required, based on program needs.
Salary/Wage:	\$23.70 – 26.93 Wages commensurate with qualifications and experience.
Start Date:	As soon as possible
End Date (if temporary):	Not applicable
Application Deadline:	Not applicable
Application Process:	Email resume, cover letter and YMCA Employment/Volunteer Application Form to: Supervisor of Aquatics at Marilyne.Jones@osgb.ymca.ca . Include the Job Title and Competition File Number in your subject line. Only candidates selected for an interview will be contacted.

The Y is people-powered. Our staff and volunteers provide the **spark** that helps **ignite** positive change in the lives of others.

Your Opportunity to be the Spark!

As a charity igniting the potential in people, we are seeking an outgoing, hardworking, individual who wants to make a difference in the community. Our Aquatics staff are second to none and take the utmost pride in providing our swimmers with nothing but the best aquatics programs in Grey Bruce. We offer our staff the opportunity to develop new skills while working alongside supportive, hardworking and fun co-workers. We can also help you work towards completing your certifications!



Primary and Essential Accountabilities:

In collaboration with the Y Aquatic Staff team, this role ensures the safety and enjoyment of the bathers and spectators in the pool area. Includes lifeguard, instructor and or head guard duties.

Lifeguard Responsibilities:

- In any incident or emergency, responds to and alerts team members to the situation; administers first aid as required and performs necessary follow-up procedures including documentation.
- Makes informed and accurate decisions using knowledge and best judgement regarding positioning, rotations, pool usage, sharing space, member requests, etc.
- Completes all duties as outlined in the Daily Log Reports as required (i.e. bather load, water tests, etc.) and record.
- Completes monthly skills check and participates in department meetings and trainings.
- Carries out all Aquatic operation procedures.
- Maintains HFA building first Aid kits and AEDs monthly.

Instructor:

- Assists with ensuring all applicable regulations (including Ontario Health Regulations for Public Pools, WHMIS, etc.) are upheld and enforced.
- Maintains accurate and up to date records, including attendance sheets, worksheets, and report cards.
- Plans, organizes, and implements core plans, lesson plans, progress reports and evaluations.
- Instructs swim lessons at YMCA standards.
- Effectively communicates with participants and parents.
- Delivers Bronze Star, Bronze Medallion courses.

Head Guard Assignment – On an as needed basis:

- Provides leadership and coaching to swim instructors, lifeguards and volunteers in the performance of their role; works with them as required.
- Completes SEE Audits to assist in coaching and feedback.
- Documents all coaching and feedback.
- Ensures worksheets are ready for the first night of lessons with class participants names.
- Provides team huddles prior to start of lessons reviewing new techniques, instructor/lifeguard reminders, checking completion of worksheets.
- Assists instructors with sign in/out procedures.
- Manages pool area to ensure appropriate space for each group.
- Provides support and is present during the entire duty period. Circulates through all program areas in rotation to ensure effective teaching standards are being met.
- Ensures smooth operation of each lesson night by answering parent questions, assisting instructors with challenging kids, mentoring instructors, completing changeroom walk throughs.
- Always remains visible and approachable.



- Ensures program coverage gaps and other challenges are resolved as they emerge.

Other:

- Performs all other duties as assigned to support operations.
- Maintains confidentiality of information related to the Association, members and staff.
- Demonstrates appropriate behaviours in line with our Mission, Vision and Values as reflected in our YMCA competencies; takes a member focused approach to increase their understanding of programs offered across the Association.
- Models appropriate behaviours to staff in line with our Shine On culture, and our Mission, Vision and Values. Establishes rapport and maintains effective relationship building behaviours with staff, volunteers and members. Represents the YMCA in a professional manner.
- Promotes teamwork with staff of other departments.
- Actively participates in meetings, workshops and courses as directed or recommended by the Supervisor of Aquatics and Association meetings, training sessions (including Child Safety and Protection Awareness), professional development activities and facility functions as required.
- Self manages ongoing professional development.

Just Some of the Benefits of Working at the YMCA:

- Comprehensive and ongoing training and long-term and upward career opportunities.
- Free membership to our Health, Fitness and Aquatics facility.
- Flexible work schedules.
- Medical, dental, and pension benefits (eligibility based on number of hours worked)
- Fun, passionate and dependable co-workers.

Job Requirements:

- Minimum of 18 years of age.
- Legally entitled to work in Canada.
- High School Diploma or equivalent
- Minimum of 1 year lifeguarding experience and a minimum of 1 year experience delivering Swim Lesson at an “Effective” level.
- Minimum 6 months experience coaching and developing.
- Police Record Check and Vulnerable Sector Checks upon hire and regularly throughout duration of employment.
- Current Standard First Aid / CPR-C / AED Certification (WSIB Approved provider)
- Current National Lifeguard (NL) Award
- Current YMCA Swimming Instructor Award or willing to obtain in the first 3 months of employment
- Current Lifesaving Society Instructor Award and/or YMCA Aquatic Fitness Instructor certification or willing to obtain in the first 3 months of employment
- Current Aquatic Supervisor certification or willing to obtain in the first 3 months of employment



- Supervision Evaluation & Enhancement (SEE) Auditor certification or must be willing to attain within 6 months of employment
- YMCA Leads Training or willing to obtain in the first 6 months of employment
- Certified Pool Operator is an asset
- Working knowledge of Microsoft Office suite (familiarity with ActiveNet database an asset, but not necessary)
- Class G Driver's License an asset.

The YMCA's Commitment to Protecting Those We Serve:

We are committed to our responsibility to protect the children and other vulnerable people we serve. Therefore, all employees and volunteers must provide a current satisfactory Criminal Record Check and Vulnerable Sector Search results as a condition of their employment or volunteer engagement. These police record checks are reviewed on an individual basis, and the offense(s) - if any - is considered in the decision-making process in relation to the requirements of the position, therefore not eliminating all candidates with a record from being offered gainful employment.

The YMCA's Commitment to Diversity, Inclusion and Equality:

The YMCA of Owen Sound Grey Bruce values the diversity of people and communities and is committed to excellence and inclusion in our Association. We are committed to an environment that is barrier free. If you require accommodation during the hiring process, please inform us in advance to arrange reasonable and appropriate accommodation.

