

Aquatics Water Safety Instructor Job Description

TITLE: Aquatics Water Safety Instructor

ROLE: The Water Safety Instructor (WSI) position is a health, safety, and risk management position within Aquatics. Successful candidates must possess an American Red Cross Water Safety Instructor certification or have appropriate water competency to obtain one within 2 weeks of hiring.

SUMMARY OF RESPONSIBILITIES: WSI's ensure a safe and welcoming environment in the Natatorium. Must possess and maintain strong teaching skills. WSI's will teach both group and private swim lessons to the American Red Cross Standard. Water Safety Instructors are responsible for creating lesson plans, maintaining parent communication, and maintaining accurate student reports.

***Please refer to the bottom of this job description to view more detailed examples of job responsibilities and how they align to your personal & professional development.**

PAY RATE: \$18.00 an hour

TYPICAL WORK SCHEDULE AND HOURS:

- Schedules are assigned based on your availability. We appreciate that you are a student first.
- Set schedule will be created and shared at the beginning of the semester.
- Picking up shifts to help others is required when able.
- Student employees can work a maximum of 28 hours (domestic) and 20 hours (international) for all campus jobs.

APPEARANCE AND DRESS: The WSI/LGI will be attired in a one-piece swimsuit, lifeguard tank top, shorts and nametag when teaching classes. FA/CPR/AED Instructors will be attired in a departmental shirt, khaki shorts/pants, and nametag. Instructors may not work in street clothes while teaching any departmental programs.

SUPERVISOR(S): Assistant Director, Aquatics and Adventure Programs

MINIMUM QUALIFICATIONS:

- American Red Cross Water Safety Instructor certification or have appropriate water competency to obtain one within 2 weeks of hiring.
- Must possess strong customer service skills.
- Work both independently and collaboratively with others in various working groups to achieve common goals.
- Strong verbal and written communication skills with coworkers, supervisors, and all RecWell patrons and guests.
- Ability to positively create a welcoming environment for all and maintain a positive attitude at work.
- Functions and communicates effectively and respectfully with all people.
- Demonstrating an articulation of one's own personal and professional goals, strengths, and weaknesses, and how this work experience will be a growth opportunity.
- Ability to address conflict in a professional manner through problem-solving and critical thinking.

HOW TO APPLY: Interested candidates must apply through Handshake.

QUESTIONS? Contact Lizzy Buckholt at dbuckhol@kent.edu

SUMMARY OF OPERATIONS: This area is responsible for the day-to-day operations of the Natatorium. Informal recreation and events/reservations, such as open swim, lap swimming, and pool parties, fall under the purview of Aquatics. Staff provides excellent customer service, recognizes and responds to emergencies, and provides a safe, clean environment. Aquatics works closely with all other areas during emergency response. Programs in this area include

safety certification courses, swim lessons, and youth swim team.

OTHER REQUIREMENTS AND EXPECTATIONS:

- **Background Check:** Must obtain a background check outlined by the department prior to employment. All offers of employment at RecWell are contingent upon clear results of a thorough background check (will be provided upon hire at no cost). A plea of guilty to, a finding of guilty by a referee, jury or court of, or a conviction of any of the following shall disqualify an individual from being eligible for employment with Recreation and Wellness Services.
 - (1) A felony. (2) A sexual offense, as defined in chapter 2907 of the revised code. (3) An offense of violence, as defined in section 2901.01(A) (9)(a) of the revised code. (4) A theft offense, as defined in section 2913.01(K)(1) of the revised code. (5) A drug abuse offense, as defined in section 2925.01(G) of the revised code. (6) Substantially comparable conduct to (1) through (5) above, occurring in a jurisdiction outside the state of Ohio.
- **Standard Trainings:** Become certified in American Red Cross CPR/AED / FA for the Professional Rescuer, Fraud Training, Bloodborne Pathogen Training, and other trainings as assigned (will be provided upon hire at no cost).
- **Department Trainings:** Attend all new hire orientation trainings, department (semesterly) and area trainings (monthly), and other trainings (in person and online) as needed.
- **Certifications:** Maintain all valid certifications that are required of your position and abide by FERPA / HIPPA.
- **Communication Expectations:** Adhere to communication deadlines and expectations set forth by your area supervisor or other professional staff members, including answering emails, text messages, and phone calls in a timely manner (24-48 hours).
- **Work Flexibility:** Ability to work a flexible schedule, including non-traditional work hours, and practice good time management skills.
- **Working Week Limit:** Abide by the hourly work week limit of 28 hours maximum per week in all on campus jobs combined. For international students, this number is 20 hours per week when classes are in session, and 28 hours per week when classes are not in session (summer, spring break, and winter break).
- **Emergency Response:** Ability to respond to an emergency, as outlined in the Emergency Action Plan.
- **Clean, Safe, Organized Workstation:** Maintain a clean, organized, and safe workstation and environment for student employees, patrons, and all others.
- **Policies and Procedures:** Abide by all other policies and procedures outlined by Recreation and Wellness Services, the Division of Student Life, and Kent State University.
- **Commitment and Congruency:** Commitment to Recreation and Wellness Services' mission, team culture, and values and aligning oneself with them.

ABOUT RECREATION AND WELLNESS SERVICES:

- **MISSION STATEMENT (describes who we are):** We build communities of belonging by encouraging well-being through inclusive leadership, recreation, and wellness experiences.
- **TEAM CULTURE (describes what the workplace is like):** Well-being, Supportiveness, Flexibility, Integrity, and Positive Attitude.
- **VALUES (describes what guides our practice):** Sustainability, Belonging, and Excellence.

EQUAL OPPORTUNITY: We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.

AVAILABLE RESOURCES:

- [Kent State University Career Exploration and Development \(website\)](#)
- [How to Write a Resume \(website\)](#)
- [How to Write a Cover Letter \(website\)](#)

NACE COMPETENCIES FOR A CAREER-READY WORKFORCE:

The [National Association of Colleges and Employers](#) developed a definition for career readiness and [identified key components](#) to prepare college students for a successful transition into the workplace. These are some more examples

of how this position will allow you to grow in each of these competencies. Some examples are “Professionalism” and “Critical Thinking”. This position’s job responsibilities will allow you to grow in each of these competencies. Please see below.

Job Responsibilities	Career & Self Development	Communication	Critical Thinking	Leadership	Professionalism	Teamwork	Technology
Job Responsibility 1: Create a safe environment while constantly managing risk.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job Responsibility 2: Create an environment where everyone feels safe and welcome.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job Responsibility 3: Communicate effectively with patrons, other employees, and supervisor.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job Responsibility 4: Be prepared for all programs and shifts.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Job Responsibility 5: Be a leader, teacher, and role model for patrons and other staff.	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Job Responsibility 6: Use technology to improve job efficiency and enhance patrons’ experiences: Microsoft Suite, Email, Connect 2 & Fusion software, OneDrive, etc.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>