Aquatics Lifeguard Job Description

**TITLE:** Aquatics Lifeguard

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

**SUMMARY OF RESPONSIBILITIES:** Lifeguards ensure a safe and welcoming environment in the Natatorium. Must possess and maintain strong lifeguarding skills. Lifeguards have the highest certification in the department and may be called upon to assist with medical emergencies throughout the SRWC.

*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:** $11.75 per 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.
- Minimum of 15 hours is required.
- Student employees can work a maximum of 28 hours (domestic) and 20 hours (international) for all campus jobs.

**APPAREANCE AND DRESS:** The Lifeguard will be clean and neatly attired while on duty. A RecWell staff shirt and nametag (provided) to be worn as well as lifeguard shorts. Flipflops or sandals are required. No socks, close-toed shoes, or hats.

**SUPERVISOR(S):** Associate Director, Facility Management and Operations

**MINIMUM QUALIFICATIONS:**
- American Red Cross Lifeguarding 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 diverse 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 within the context of varying beliefs, behaviors, orientations, identities, and cultural backgrounds.
- 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 Chris Baker at cbaker5@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. o (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, American Red Cross Lifeguarding, Mental Health AID 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):** Recreation and Wellness Services is committed to providing equitable co-curricular experiences through a culture of learning, growth, and well-being in a supportive and welcoming environment.
- **TEAM CULTURE (describes what the workplace is like):** Well-being, Supportiveness, Flexibility, Inclusivity, Integrity, and Positive Attitude.
- **VALUES (describes what guides our practice):** Belonging, Development, Integrity, Quality, and Safety.

**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)](https://careers.kent.edu)
- [How to Write a Resume](https://careers.kent.edu/resume)
- [How to Write a Cover Letter](https://careers.kent.edu/cover-letter)
**NACE COMPETENCIES FOR A CAREER-READY WORKFORCE:**

The National Association of Colleges and Employers developed a definition for career readiness and identified eight 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. Please also visit this link to see how working in the department will allow you to grow in these skillsets.

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