



YMCA-YWCA
Vancouver Island

Program Supervisor - Aquatics

Westhills YMCA-YWCA (Langford, BC)

Vacancies: 1

Position: Permanent Full-Time

Placement: February 2026

Salary: \$80,000 - \$85,000 annually

Hours: 40 hours per week (*Qualified applicants seeking 35 hours per week will be considered, salary to be prorated*)

About the YMCA-YWCA Vancouver Island

The YMCA-YWCA of Vancouver Island is a multi-dimensional charity with a vision for *Healthy people building strong communities*. Across multiple locations and different program areas that include health, fitness and aquatic facilities as well as childcare, housing support, youth development, Healthy Living, Y Mind and our 1200-acre Camp Thunderbird outdoor centre, we have been serving Vancouver Island for almost 150 years. Building on the unique strength of our Association in both YMCA Canada and YWCA Canada Federations, we are a leading nonprofit organization in our region.

Why should you join our team?

Our Westhills Y is the newest Health, Fitness and Aquatics (HFA) centre, opened by the YMCA-YWCA of Vancouver Island in 2016 in close collaboration with the local municipality. This 60,000 sq ft facility serves one of Canada's most rapidly growing and changing regions in the Westshore communities north of Victoria, BC. In a building on the edge of Langford Lake, shared with the local library branch and Conservatory of Music as well as a Childcare Centre, our Y includes a beautiful Aquatic Centre (featuring a leisure wave pool, lazy river, therapy pool, lane pool, water features, and two water slides) as well as a large Fitness Centre, Functional Fitness room, Fitness Studio and multi-purpose rooms where we deliver a range of programs.

Reporting to the Center Manager, the Program Supervisor – Aquatics provides leadership to all aspects of aquatic programming and operations. This includes ensuring compliance with Y policies and procedures, all government regulations, and emergency response procedures. This position is responsible for the Aquatic Center including program development, financial management, staff and volunteer management, and the coordination and implementation of aquatic programs. This position supervises all aquatic staff including Aquatic Coordinators and Aquatic Team Leaders. The nature of this position requires schedule flexibility.

This permanent full-time position is entitled to a YMCA-YWCA individual membership; 22 days vacation; and a cost-shared benefits package (after completion of the probationary period) which includes:

- Extended Health Care, Drug Plan, Dental, Vision and EFAP
- Long Term Disability, Life Insurance and AD&D
- Paid Sick Leave (per policy)
- YMCA Canada Pension Plan (eligible after one year)

Responsibilities:

- Lead and manage excellent HFA programs and services to achieve the annual branch and Association goals
- Provide supervision and direct leadership for the hiring, training and performance management of the Westhills Y Aquatic staff and volunteer team
- Build an engaged and responsive staff and volunteer team, focused on the Association Program Plan goals
- Present a safe aquatic environment by ensuring both legislative and best practices are followed (e.g. Pool Regulations and YMCA Canada Standards)
- Ensure Y Canada initiatives are implemented and standards met including Child Safeguarding and The Y Way.
- Assist in the development, control and evaluation of the Aquatic budget, statistics and other reports as required
- Coordinate and collaborate with other departments as appropriate in preparing and scheduling information as well as through normal daily operations
- Ensure excellent member service by identifying the needs of adults, children and youth by responding in a timely manner to enhance each members/participant's experience
- Provide direct delivery of programs and or classes as necessary
- Perform Duty Manager shifts and other duties as required
- Support the Y's philanthropic culture by providing leadership to fund development initiatives.

Skills & Experience

- University Degree or college Diploma in a related field (sports or recreation management) or combination of relevant experience and education
- Minimum 5 years related supervisory experience
- Demonstrated knowledge of related legislation and standards Demonstrated skills in fiscal management, health and safety, and risk management
- Proven experience in multi-tank aquatic facility

Current Certifications

- National Lifeguard Pool or Waterpark
- YMCA Swim Instructor or LS Swim Instructor
- Standard First Aid & CPR-C
- LS Lifesaving Instructor
- LS Airway Management and Oxygen Administration
- One of the following: LS National Lifeguard Instructor or LS First Aid Instructor or LS Lifesaving Trainer
- Clear Police/RCMP Criminal Record Check with Vulnerable Sector Screening required (prior to start date; NOT required at application stage)

Preferred certifications or willingness to obtain

- LS National Lifeguard Instructor, LS First Aid Instructor, LS Lifesaving Trainer
- YMCA Champion – Aquatics; training provided

- S.E.E. and A.S.T.; training provided
- YMCA or BCRPA Aquatic Fitness

Competencies:

- Commitment to Organization Vision and Values
- Commitment to Health and Safety
- Conflict Resolution
- Customer Service
- Communication
- Problem Solving
- Planning and Organization
- Teamwork

IMPORTANT APPLICATION INFORMATION:

To Apply:

Please send your cover letter and resume by email to:

jobs@vancouverislandy.ca

- The deadline for applications is **January 19, 2026 @ noon.**
- Applications will be shortlisted for interviews as they are received, so be sure to apply early!
- Please mention how you heard about this position in your cover letter.
- We appreciate all applications, but only short-listed candidates will be contacted.

The YMCA-YWCA of Vancouver Island is an equal opportunity employer