



EXTERNAL JOB POSTING

Dept.	Recreation Services	File No.:	7900-01-HR-Pool 2026
Position:	Aquatic Worker Lifeguard/Swim Instructor	Pay Rate:	Pay Grade 1-5 Based on qualifications & experience
Posting Date:	Wednesday January 28th, 2026	Closing Date:	Wednesday March 11th, 2026 @ 4:00pm
Term:	Temporary – Part Time Seasonal (Approx. May through early Sept.)	Wage:	\$27.85 - \$33.23 per/hour
Hours:	Schedule 'B' – Works and Services		

Nature and Scope of Work

Under daily leadership and supervision, the position is responsible for the safe, effective instruction of swim lessons and lifeguarding at the Golden Municipal Swimming Pool as well as routine facility maintenance, public relations, and program registration.

Primary Responsibilities

- Provide safe, fun, and organized activities for patrons of public swim lessons to deliver various levels of swim instruction to the level of training certified.
- Provide a proactive approach to preventing patron accidents and injury while on duty and report when required.
- Utilize POS software to create client accounts, process program registrations and payments as required.
- Proactively ensure an environment of mutual respect and professionalism toward fellow employees and in accordance with relevant corporate policy.
- Provide a high level of customer service to patrons while portraying a positive public relation image.
- Conduct routine preventative maintenance as required including janitorial duties.

Secondary Responsibilities (Pending Step Level)

- Monitor and ensure completion of daily and routine programmatic, transactional, and operational duties and tasks by all co-workers.
- Attend in-service sessions and participate in swim lesson organization and oversight, special events, school group leadership duties, and program development and planning.
- Engage with the community through education outside of the facility.
- Oversee duties of other staff members.
- Provide support with staff schedule.
- Review and update various training manuals and the pool safety plan.
- Support works for the parks department.
- Perform inventory, product research and place recommendations for supply orders.
- Perform additional duties as required by the *Recreation Services Coordinator*.

Supervision

The position reports directly to the lead hand and is supervised by the *Recreation Services Coordinator* with departmental oversight by the *Director of Recreation Services*.

Minimal Qualifications

Education and Experience

- Lifesaving Society Swim Instructor
- National Lifeguard
- Standard First Aid and CPR "C" & AED

Competencies and Skills

- Ability to deal calmly and effectively with emergency situations involving injuries.
- Knowledge of a variety of aquatic games and activities designed to promote fun.
- Ability to work well in a team setting.
- Well-developed communication and interpersonal skills.
- Superior customer service skills.
- Thorough knowledge of municipal swimming pool policies and procedures.

Preferred Qualifications, Education, and Desirable Skills

Education and Experience

- One full season as a Lifeguard and/or Swim Instructor or equivalent experience.
- Swim and Lifesaving Instructor accreditation.
- Aquafit instructor certification.
- BCRPA Pool Operator Level 1
- Red Cross First Aid Instructor, National Lifeguard Instructor and Swim Instructor Trainer certifications are an asset.
- Fitness or other specialty certifications.
- Courses in exercise science; the principles of recreation, health & fitness leadership; marketing and/or tourism.

Competencies and Skills

- Developed conflict management skills to resolve customer concerns.
- Excellent problem-solving skills through experience in a leadership and supervisory role.
- Self-starter.
- Good time-management.

Step Progression Chart

Step	Experience	AND	Educational Requirements (maintaining updates)	
I	New Aquatic Worker under 6 months	AND	One of the following: National Lifeguard or Swim Instructor	\$27.85 per/hr
II	6 months to 2 years	AND	Minimal requirements as per “Minimal Qualifications - Education & Experience”	\$28.68 per/hr
III	2 years to 4 years	AND	Lifesaving Instructor OR Aquafit OR Basic Fitness Training	\$29.71 per/hr
IV	2 years + Lead Hand	AND	Completed GSP Lead Hand Training	\$31.28 per/hr
V	5 years + Head Guard	AND	National Lifeguard Instructor OR Standard First Aid Instructor OR Swim Instructor Trainer OR Pool Operator Level I	\$33.23 per/hr

Hourly Wage Adjustments subject to 2025 Collective Bargaining Process

All applications must include a cover letter and copies of applicable certifications

**Applications may be delivered by post, hand, or electronically,
and will be received until 4:00 pm (Mountain Time) Wednesday March 11th, 2026 to:**

Jordan Petrovics, Director of Recreation Services

Town Hall - 810 9th Avenue South,

P.O. Box 350, Golden, BC V0A 1H0

E-mail: Jordan.Petrovics@golden.ca

Candidates with lesser qualifications may be considered.

Only those applicants selected for an interview will be contacted.