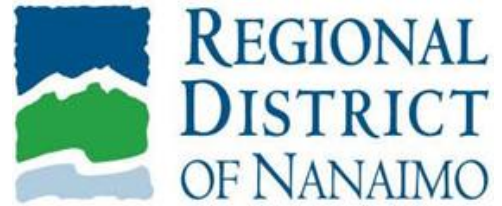


EMPLOYMENT OPPORTUNITY

Aquatic Team Leader

Permanent Full-Time | External
Recreation Services
Competition No.: 2026-1122



APPLICATION DETAILS

To apply for this position, send your cover letter and resume to rdncareers@rdn.bc.ca, clearly highlighting your education, experience, and qualifications relevant to the role. **Please quote 2026-1122 in the subject line of your email to ensure proper processing.**

***Applications will be accepted until:
4:00 pm on September 23, 2026***

Date Posted: September 9, 2026

ELIGIBILITY LIST

This competition may establish an Eligibility List for the PFT Aquatic Team Leader position. The list may be used to fill future PFT Aquatic Team Leader vacancies within Recreation Services. For more information about eligibility lists, see Letter of Understanding #15.

CRIMINAL RECORD CHECK

A satisfactory Criminal Record Check is a condition of employment with the Regional District of Nanaimo.

We thank all applicants in advance for their interest; however, only those selected for further consideration will be contacted.

ABOUT THE ROLE

The Regional District of Nanaimo is seeking a permanent full-time Aquatic Team Leader with Recreation Services, based at Ravensong Aquatic Centre in Qualicum Beach.

The successful candidate will assist in the creation, planning, organization, implementation and evaluation of aquatic programs and special events. Specific duties include teaching aquatic programs (i.e. Aquafit), supporting office staff, performing and supervising custodial and operational tasks, including maintenance of pool water quality, as well as playing a key role in the Aquatic Centre's Safety Program and Emergency Response Program.

QUALIFICATIONS

Qualifications for the position include high school graduation with 1 to 3 years of pool/aquatic related experience, including supervisory experience, or an equivalent combination of training and experience. The incumbent must possess and maintain the following certifications:

- National Lifeguard (Pool Option)
- Lifesaving Society (Swim for Life) Instructor Certification
- Lifesaving Instructor/Examiner
- CPR Certification - Basic Level - Basic Rescuer or CPR "C"
- Pool Operators Certificate Level I
- Recognized First Aid Certificate/WCB Equivalency

SKILLS & ABILITIES

Strong interpersonal, communication, conflict resolution and leadership skills. Ability and knowledge to operate the Pool physical plant. General knowledge of office skills, including keyboarding, word processing, and knowledge of computer applications.

POSITION DETAILS

This is a permanent full-time (40 hours per week) Union position with varied hours of work including evenings and weekends. The (2026) rate of pay is \$38.55 to \$40.58. The position offers an attractive benefits package as provided within the collective agreement between the Regional District of Nanaimo and the Canadian Union of Public Employees, Local 401.



www.rdn.bc.ca



rdncareers@rdn.bc.ca

Aquatic Team Leader

Recreation and Parks Services

Pay Band 9

Job Summary

The Aquatic Team Leader contributes to the effective operation of the District 69 Recreation Department through the provision of aquatic program services and the operation of the Ravensong Aquatic Centre. This position supports the Recreation Department by assisting team members in their duties, as required, to meet service expectations, departmental goals, and objectives.

Primary Duties and Responsibilities

- Reviews, adheres to, and supports the adherence to safe work procedures in the workplace and generally promotes a safe work environment.
- Supervises Aquatic Centre staff on the delivery of aquatic programs that occur during assigned shifts.
- Supervises staff performing a wide range of Aquatic Centre custodial and operational tasks including maintenance of pool water quality.
- Assists in the creation, planning, organization, implementation, and evaluation of aquatic programs and special events.
- The Aquatic Team Leader will also teach aquatic programs and provide direct program and event leadership, including lifeguarding duties, in a wide variety of aquatic based recreation programs.
- Performs a variety of administrative tasks including support and assistance of office staff, and maintenance of a variety of program reports and records.
- Performs a wide variety of Aquatic Centre custodial and operational tasks including the maintenance of pool water quality.
- Plays a key role in the Aquatic Centre's customer service program including the development of a positive and friendly relationship with facility users of all ages.
- Relies on their knowledge of established standards and procedures to effectively manage interactions with staff, the general public and a variety of other stakeholders.
- Plays a key role in the Aquatic Centre's Safety Program, including provision of first aid services, enforcement of pool rules and pool safety for the public, routine preventative maintenance and safety check, and the facility's emergency response program.
- Utilizing skills in decision making, problem solving, and independent judgement handles operational matters independent of the supervisor.
- Works varied hours as required.
- Performs other related duties as required.

Job Qualifications

Education & Experience

- High school graduation
- 1 to 3 years of pool/aquatic related experience

- Level One Pool Operator's Certificate
- The Aquatic Team Leader must possess and maintain the following certifications:
 - National Lifeguard (Pool Option)
 - Lifesaving Society (Swim for Life) Instructor Certification
 - Lifesaving Instructor/Examiner
 - CPR Certification - Basic Level - Basic Rescuer or CPR "C"
 - Pool Operators Certificate Level I
 - Recognized First Aid Certificate/WCB Equivalency
- Supervisory Experience.
- An equivalent combination of training and experience may be considered.

Skills & Abilities

- Strong interpersonal, communication, conflict resolution and leadership skills.
- Ability to make good decisions.
- General knowledge of office skills including keyboarding, word processing, and knowledge of computer applications.
- Ability and knowledge to operate the Pool physical plant.
- Ability to work independently, under pressure and to deadline.

Reporting Relationship

Reports to: Superintendent, Aquatic Services

The Aquatic Team Leaders provide direction to lifeguards, instructors, and casual recreation reception staff.