SQUAMISH

HARDWIRED *for* ADVENTURE

The District of Squamish is located in the unceded traditional territory of the Skwxwú7mesh Úxwumixw (Squamish Nation). We offer gratitude to the Skwxwú7mesh People who have lived on these lands since time immemorial.

Internal/External Job Posting

Position:	**Lifeguard 3**
Status:	Regular Full-Time
Work Area:	Recreation
Posting Date:	November 2, 2026
Internal Closing Date	November 9, 2026
External Closing Date:	Open until filled

GENERAL SUMMARY

Under the supervision of the Recreation Program Coordinator or Recreation Program Specialist, the Lifeguard 3 performs highly skilled lifeguarding and instruction and plays a lead role in ensuring the safety and enjoyment of participants in aquatic activities. The Lifeguard 3 is an aquatic leadership position that requires the ability to supervise, train, motivate, support and teach coworkers. In addition, this position supports the work of the Recreation Program Coordinator by assisting in the planning, implementation and operation of recreation programs and services.

KEY RESPONSIBILITIES

Customer Service

- Contributes to the success of our team, creation of our community, and delivers outstanding customer service internally and externally by fostering the District of Squamish corporate values in their work: thinking beyond today, working together, acting with courage and enthusiasm, doing the right thing, and striving to do better every day.
- Follows the District of Squamish's Customer Service Guidelines to ensure the Delivery of Outstanding Service.

Main Duties and Responsibilities

- Assists with customer feedback management by ensuring reports are properly completed by aquatic team and that customer comments are properly relayed to the Program Coordinator
- Monitors pool and related activities of patrons and enforces safety regulations to standards established by the District and all regulating bodies.
- Initiates rescue response prevention and first aid measures.
- Participates in the training and evaluation of staff and volunteers and assists in ensuring the maintenance of established standards of performance and safety for lifeguards and instructors as set by the District.
- Instructs all age groups and abilities to standards established by the District.
- Maintains and completes related class records on participation and progress including daily lesson plans, worksheets kept up to date and progress cards.
- Assists Recreation Program Specialist and Coordinator in related program duties and promotion of programs including ensuring accurate record keeping and report completion is being maintained by the aquatic team.
- Performs scheduled monitoring and cleaning tasks with respect to pool water, facilities, and equipment.
- Assists the Recreation Program Coordinator with the development, implementation and evaluation of in-service training as well as the evaluation of programs, special events and activities related to the department.
- Orients and trains aquatic staff in the expected standards of performance of all related tasks associated with lifeguarding, instruction and light janitorial tasks.
- Arranges required equipment for programs.
- Provides a safe, fun and engaging experience for participants, ensuring their safety and advising the supervisor of safety concerns.
- Practices and maintains skills and recertifies certifications prior to their expiry date.
- Performs cashiering duties as required.
- Performs other duties as assigned.

SQUAMISH

HARDWIRED *for* ADVENTURE

REQUIRED KNOWLEDGE, SKILLS & ABILITIES

- Extensive knowledge of the rules and regulations governing public safety in a swimming pool and with the District pool safety plan for proper guarding, instruction methods, and general procedures.
- Extensive knowledge of swimming instruction techniques including specialized areas such as special needs, pre-school children, and lifesaving.
- Thorough knowledge of programs and services provided by Recreation Services.
- Knowledge of the policies of the Recreation Services Department
- Knowledge of the fundamentals and psychology of teaching programs and activities for different ages
- Ability to instruct and build strong relationships with all aged groups and abilities.
- Demonstrated ability to effectively supervise, train, coach and assist aquatic staff with swim lessons, emergency procedures and related aspects of an aquatic position
- Excellent interpersonal, communication and problem-solving skills and ability to deal with people in a professional manner.
- Strong knowledge of pool chemistry, water filtration, chlorination, heating, and related pool equipment procedures.
- Ability to successfully complete Facility Performance Standards.
- Excellent organizational and planning skills with the ability to balance a fluctuating workload.
- Is self-motivated and takes initiative appropriately and is able to develop this in others.
- Ability to establish and maintain effective relationships with coworkers and customers and excels in a team-oriented environment.
- Ability to utilize current computer technology including thorough knowledge of MS Word, Excel and Outlook.
- Demonstrated leadership skills, enthusiasm and positive attitude when relating to all ages and the public.

Working Conditions

- Physical demands of the job include standing for long periods of time and frequent periods of sustained attention without choice of action.
- Physical condition sufficient to ensure strength and stamina in the water and during rescues, as well ability to lift and move program equipment.
- May be exposed to potentially hazardous pool chemicals
- May be exposed to high stress situations

REQUIRED TRAINING, EDUCATION AND EXPERIENCE

- An original Police Information Check, including Vulnerable Sector Check issued within the past 6 months that is satisfactory to the employer will be required before starting in the position
- Current National Lifeguard Certification (Pool Option)
- Current Swim for Life Instructor Certification
- Current Standard First Aid Certification
- High Five – Principles of Healthy Childhood Development
- PoolSafeBC – BCRPA Certification
- Completion of Grade 12
- Minimum 2 years' experience in a year-round aquatic facility
- Lifesaving Instructor and Examiner Certification

Must possess a minimum of 2 of the following certifications:

- Lifesaving Society Trainer
- National Lifeguard Instructor
- First Aid Instructor
- Aquafit certification
- Lifesaving Society Aquatic Supervisor Training

- Ability to get:
    - Lifesaving Society Trainer
    - National Lifeguard Instructor
    - First Aid Instructor

SQUAMISH

HARDWIRED *for* ADVENTURE

- Aquafit certification
- Lifesaving Society Aquatic Supervisor Training

- Or equivalent certifications from other agencies.

Disclaimer:
The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. This is a general list of responsibilities, duties and skills required of personnel so classified. Other related duties may be assigned in keeping with the general nature of the position.

Hours of Work: 40 hours per week, 8 hours a day, Sunday to Saturday any hours Current shifts (subject to change) will be Tuesday – Saturday between the hours of 5:45am and 9:15pm.

Salary: $35.44 per hour

This is a Union position within the Collective Agreement of CUPE Local 2269 and the District of Squamish.

Direct Your Application (Quoting Competition #) To: #26-89
Human Resources
District of Squamish
37955 Second Avenue, P.O. Box 310
Squamish, B.C., V8B 0A3 E-mail: jobs@squamish.ca

As an equitable and inclusive employer, we value diversity of people to best represent the community we serve and provide excellent services to our citizens. We strive to attract and retain passionate and talented individuals of all backgrounds, demographics, and life experiences. If you require any adjustments to enable participation at any stage of the recruitment process, please contact in confidence jobs@squamish.ca *and include Accessibility in the subject line. We thank all applicants for applying.*