



MUNICIPALITY OF

South Bruce

Lifeguard in Training

The Municipality of South Bruce is seeking applications for Lifeguard in Training positions for the Summer 2026 pool season. Under the direction of the Pool Supervisor and Head Guard, the Lifeguard in Training assists with swimming instruction, water supervision, and maintaining a safe and enjoyable aquatic environment for all pool users.

Duties include assisting with swimming lessons and programs, enforcing pool rules, supporting lifeguards during public swims and lessons, completing basic maintenance and cleaning tasks, and assisting with first aid and emergency procedures as required. These positions support programming at the Teeswater and Mildmay pool locations.

Applicants must be 14 years of age or older and hold current Bronze Cross, Assistant Swim Instructor, Emergency First Aid & CPR-C & AED, and High Five – Principles of Healthy Child Development certifications. Flexibility to work early mornings, days, evenings, and weekends is required.

Hours of work are seasonal and vary based on programming needs. Employment is for the summer months only and is subject to weather conditions. Successful applicants will be required to complete a Vulnerable Sector Check at their own expense.

Interested candidates are invited to apply by submitting a resume with covering letter by 12:00 p.m. (Noon) on February 20, 2026, to:

Municipality of South Bruce
Attn: Laura Kennedy
21 Gordon St E. PO Box 540
Teeswater, Ontario N0G 2S0
Email: lkennedy@southbruce.ca

We thank all applicants who apply, however, only those considered for an interview will be acknowledged. The Municipality of South Bruce is an Equal Opportunity Employer. Information obtained during this recruitment process is collected for candidate selection only and is protected by the Municipal Freedom of Information Act. In accordance with Accessibility for Ontarians with Disabilities Act. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you are contacted for a job opportunity, please advise the Human Resources Assistant of any accommodation needed to ensure you have access to a fair and equitable process. Any information received relating to accommodation will be addressed confidentially.



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POSITION DESCRIPTION

POSITION TITLE: **Lifeguard in Training**

DEPARTMENT: Recreation

SALARY GROUP:
Casual Wage Grid Pool
Programs

GENERAL SUPERVISOR: Head Guard

POSITIONS SUPERVISED: N/A

POSITION SUMMARY:

To provide assistance with instruction and protection from harm for all pool participants. To support lifeguards in maintaining a safe aquatic environment. Responsibilities are performed in accordance with departmental policies and procedures.

PRINCIPAL RESPONSIBILITIES:

- 1) Must be at the pool ready to begin your shift 15 minutes before the pool opens wearing proper Aquatics uniform (pinny, bathing suit, whistle, fanny pack, and hat). Street clothes are not permitted to be worn during your shift.
 - a) Ref: R.R.O. 1990, Reg. 565, s. 17 (5). Lifeguards and assistant lifeguards shall be so attired that they are readily identifiableA approved "Red Cross Swim" programs and other swimming programs as may be required and approved by the committee and be properly prepared for instructional classes according to the prepared schedule.
- 2) Assist and be familiar with lessons/program plans for approved Lifesaving Society Swim for Life programs and other swimming programs including Aquafit, Personal Best Swim Team, special theme days, special events (Canada Day, Longest Day of Play etc.), and other programming as required.
 - a) All Lifeguards are required to be in the water when instructing or assisting swimming lessons.
 - b) Provide feedback for mid-session and progress report cards for all swimming lesson participants.
- 3) Instruct and educate all users of the pool concerning the "Rules of the Pool". Notify Instructor guard or Headguard of noncompliance.
- 4) Maintain safety procedures and standards through regular facility and equipment safety checks before and during your shift according to all health and safety regulations and report any concerns regarding safety to the Pool Supervisor or Head Guard.
- 5) Attend and actively participate in staff meetings, staff training, and perform all skills

- at the Bronze Cross standard.
- 6) Assists with the maintenance and cleanliness of the pool deck, pool tank, change rooms, office, all washrooms, walkways, all related equipment and adjacent areas of the pool as assigned by the Supervisor or Head Guard.
 - a) Is responsible for assisting with deck clean up at the end of each shift.
 - 7) Administer Basic First Aid/CPR and Aquatic First Aid and follow emergency/safety procedures when necessary.
 - 8) Maintain adequate records including:
 - a) Progress reports – to include list of students and levels achieved
 - b) Test sheets
 - c) Lesson plans
 - d) Attendance
 - e) Accident reports
 - f) Incident reports
 - g) Daily record attendance
 - h) Other forms as required
 - 9) Maintain safety procedures and standards according to all health and safety regulations and report any concerns regarding safety to the Pool Supervisor or Head Guard.
 - 10) Ensure all certifications remain current.
 - 11) Assist and record results with required water chemical testing, water temperature and be aware of the pool condition and pool tank.
 - 12) Maintain a good public image and promote good public relations at all times.
 - 13) Work cooperatively with your Supervisor, Head Guard and fellow workers as a team committed to providing an enjoyable swimming season.
 - 14) Assist with other related duties as directed by the Pool Supervisor, Head Guard, Recreation Programmer or the Recreation and Facilities Manager.

QUALIFICATIONS (REQUIRED):

1. Must be 14 years of age or older
2. Must hold current certifications in the following:
 - Bronze Cross (Lifesaving Society)
 - Assistant Swim Instructor (Lifesaving Society)
 - Emergency First Aid & CPR-C & AED
 - HighFive Principles of Healthy Child Development
3. Flexibility regarding assigned hours of work, including early mornings, days, evenings and weekends

CONDITIONS OF EMPLOYMENT: Hours of work are for the summer months only and vary depending on the program(s). The program is run outdoors, and the weather may contribute to the condition of your employment. All lifeguards are subject to a Vulnerable Sector check at your own expense. To attend all training sessions as required by the Municipality. Wear all required personal protective equipment (PPE) as required when handling chemicals.

Prepared By: AW
Effective Date: January 2026 Reviewed:

Approved By :LM