



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA OF GREATER KALAMAZOO POSITION DESCRIPTION

Job Title: Swim Instructor for Group and Private Lessons

Starting Rate: \$13.50 per hour

Program Hours: Varies but includes evenings and weekends based on program needs

POSITION SUMMARY:

Swim Lesson Instructors at the YMCA teach swim techniques, water safety, and skill development to participants of all ages and abilities in a safe and engaging environment. Instructors ensure a positive experience by maintaining a supportive atmosphere and adhering to YMCA standards and guidelines.

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

ESSENTIAL FUNCTIONS:

The listed functions are representative of the attributes necessary for successful performance of the position. Substitution of comparable training or abilities, as well as reasonable accommodations for persons with disabilities, will be taken into consideration.

1. Lead swimming lessons as assigned, ensuring they align with YMCA guidelines and are supported by well-prepared lesson plans.
2. Build positive relationships with members and participants, providing motivational support and personalized guidance.
3. Foster member and parent engagement, identify potential volunteers, and share information about aquatics programs and schedules while connecting participants to other YMCA offerings as appropriate.
4. Accurately maintain required records, such as attendance and progress reports.
5. Participate in staff meetings and scheduled trainings to stay informed and improve instructional techniques.
6. Adhere to all YMCA policies, rules, and procedures, including safety and emergency protocols, and complete incident and accident reports as needed.
7. Ensure all class equipment is organized, properly stored, and promptly report any damage or maintenance needs.
8. Train and supervise assigned class aides to ensure high-quality program delivery.

QUALIFICATIONS

1. Certifications: CPR for the Professional Rescuer, AED, Basic First Aid certification.
2. Must be able to demonstrate swim instructor skills in accordance with YMCA standards.
3. YMCA Swim Instructor certification or equivalent.
4. At least 16 years of age.

WORK ENVIRONMENT AND PHYSICAL DEMANDS:

- Ability to instruct and observe participants in proper stroke techniques.
- Ability to lift equipment, and to lift a small to average size child.