

Aquatics Manager, Ron Edwards Family YMCA

Location: 500 Drury Lane, Burlington, ON L7R 2X2

Position Type: Full time, Salaried, Permanent with benefits and complimentary YMCA membership

Salary Range: \$50,000.00 - \$52,000.00 annually, commensurate with experience

Position Overview:

Reporting to the General Manager, the Aquatics Manager provides leadership and service excellence to the overall daily operation of the pool at Ron Edwards Family YMCA. This role assumes coaching within all Aquatics programs and service areas ensuring that members and staff adhere to health and safety protocols of the building, encompassing YMCA operational standards.

The Aquatics Manager participates as a member of the branch leadership team. The core function of this position is program planning and implementation, advanced aquatics training plans, staff and volunteer recruitment, training, and performance management. Hours of work will vary including early mornings, days, evenings, weekends and statutory holidays based on rotational schedule and arranged in advance; emphasis of this position will be on direct program delivery and statistical tracking, facility supervision and the provision of excellent customer service through relationship building strategies.

This is a great opportunity for an individual with a high level of interest in working with the YMCA HBB as a charitable organization.

What You'll Do:

- Develops, promotes, plans and implements all aquatics programs of Health Fitness & Aquatics department
- Leads recruitment, training, and mentoring of all staff and volunteer team members on Aquatics programs and services
- Ensures Aquatics staff are provided with appropriate orientation and training; that they are kept informed through regular communication, meetings, etc. and that they are equipped for their roles
- Develops and monitors the annual Aquatics budget. Maintains accountability and responsibility for the departmental fiscal goals in partnership with General Manager
- Monitors the status of all required qualifications and certifications for self and Aquatics team members using internal and/or central data tools
- Works as an active member of the Branch Leadership Team with scheduled Manager on Duty shifts/responsibilities
- Provides direct leadership in Aquatics programs with strong ability to model and mentor team members towards service excellence
- Supports and assists in the delivery of branch initiatives including youth swimming lessons. Must be able to work frontline Lifeguard shifts when needed
- Ensures the adequate staffing of the pool based on bather loads and Public Health Regulation 565 Public Pools in Ontario;
- Organizes and runs annual aquatic leadership courses;
- Ensures that program policies and procedures are implemented and monitored proactively
- Effectively and efficiently communicates all departmental activities, programs and updates with the Branch Leadership Team and Membership Services

What You'll Bring:

- Diploma or Degree in Recreation and Leisure or related field
- Minimum 2 years' experience in a related field supervising staff and volunteers, including recruitment, training and conducting performance appraisals
- Excellent customer service skills
- Current Standard First Aid/ CPR Level C certifications required
- National Lifeguard and Instructors Certification required
- Must provide a current Vulnerable Sector Check as per the Association's policy

A Major Asset If:

- National Lifeguard Instructor/Examiner certification
- Previous supervisory experience
- Pool Operator's certification and/or willing to be trained
- Red Cross, Life Saving Society and/or YMCA Instructor/Examiner certification

Ready to Make a Difference?

The YMCA is a charity that ignites the potential in people. #YSavesLives starts with building a strong community. If you're passionate about creating a vibrant and healthy community where everyone thrives, we want to hear from you!

Don't meet every requirement? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet all qualifications. If you are excited about the role, but your resume doesn't align perfectly with every qualification in the description, apply anyway. You may still be the right candidate for this or other roles!

Interested in applying?

Please submit your resume to: Cindy Webster, General Manager, Ron Edwards Family YMCA via email to cindy.webster@ymcahbb.ca by December 8, 2024.