



Job Title: Aquatics Director, Full-Time, Exempt

Prepared By: HR Director

Department: Health & Wellness

Prepared Date: 9-23-2026

Reports To: Health & Wellness Director

Approved By: CEO/Executive Director

Salary: \$60,000-\$65,000

Approved Date: 9-23-2026

Under supervision of the Health & Wellness Director, this full-time position is responsible for leading, managing and supervising all aquatic programs, activities and staff. This position may have a non-traditional schedule including early mornings, evenings or weekends.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide for the health and safety of members and staff at all times.
- Provide leadership for aquatic programs including development, growth, evaluation and implementation of high-quality programs for all ages. Aquatic programs include: swim lessons, summer/school year day camps, lifeguard training courses, aquatic fitness classes, special events, water safety programs.
- Direct and coordinate lifeguard/instructor coverage
- Provide CPR/First Aid/Lifeguard/AED certification programs.
- Hire, train, supervise, schedule, coach and evaluate aquatics staff (lifeguards, swim lesson instructors, aquatic fitness instructors) and volunteers.
- Monitor and maintain pool & spa chemical levels and mechanical equipment.
- Work hands-on in lessons, fitness classes and lifeguarding.
- Follow and enforce all YMCA rules, policies, goals and philosophies.
- Build relationships with members and staff in support of YMCA mission.
- Works as a member of the management team together with other Program Directors and staff to advance the overall mission of the YMCA.
- Comply with the organization's abuse risk management policies, maintain appropriate professional boundaries, complete required training, and promptly report any suspected abuse, neglect, or policy violations
- Other duties as assigned

JOB DUTIES

- Maintain punctual, regular, and predictable attendance.
- Must be responsible and pay attention to details.
- Able to work alone as well as collaboratively in a team environment with a spirit of cooperation.
- Maintain a positive image at all points of contact with members of the public.
- Maintain professional attitude/manner and respectfully take direction from Supervisor.

Ability to perform essential job duties with or without reasonable accommodation and without posing a direct threat to safety or health of employee or others. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are

representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

QUALIFICATIONS

Required:

- Degree in physical education, recreation, related field, or equivalent experience.
- 2 years of experience in aquatics or health and wellness with supervising staff.
- Experience and knowledge of the workings of the pool mechanical and disinfecting systems within 90 days of hire.
- Must have the physical ability to perform all rescue and teaching techniques.
- Possess a warm, caring, friendly, and enthusiastic leadership style with an ability to communicate well with members, volunteers, and staff.
- Ability to pass a background check.

Preferred:

- Current certification in Lifeguarding, CPR Professional Rescuer, AED, and First Aid. Certified Pool Operator certificate within 90 days of hire, or as soon as a class is available.
- YMCA or American Red Cross Lifeguard Instructor Certification.
- YMCA or American Red Cross Swim Lesson Instructor certification.

PHYSICAL DEMANDS

- Ability to walk, run, stand, and sit for long periods of time. Ability to see, hear, and respond to distress signals.
- May be required to lift and/or carry items up to 50 lbs.

The physical demands described here are representative of those that must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee Signature: _____

Employer Representative: _____

Date: _____