**Lifeguard/Swim Instructor (Seasonal Summer 2024)**

**POSITION SUMMARY:** *The Agassiz Village Lifeguard/Swim Instructor* is responsible for teaching swimming skills to campers ages 8-16 during the Waterfront activity periods and lifeguarding during free swim periods. They are responsible for planning the swimming instruction curriculum and ensuring skills building for campers. They set up and break down the program area, facilitating students through the program elements, and maintaining safety.  Along with the Waterfront Director, they ensure that the Camp’s waterfront program and protocols are followed in compliance with the regulations for Department of Health and American Camp Association standards. The ideal candidate will be skilled in facilitation and working with a variety of students and ages. Instructors work closely with the Director of Youth Development and Experience to ensure a service vision for Agassiz Village Summer Camp Program. Class size varies but typically the instructor will have 12-14 students per hour several times throughout the day. When not actively working at the Waterfront, may act in the capacity of a Cabin Counselor with an assigned cabin group.

**Responsibilities and Key Functions:**

1. Write swimming instruction lesson plans and teach swimming lessons to children with varying levels of skills helping children to develop their swimming skills and meet program objectives while creating an atmosphere of fun, energy, enthusiasm, safety, progression, and achievement.
2. Supervise swimming activities at the waterfront and ensure campers are following policies, guidelines and safety procedures.
3. Warn swimmers of improper activities or danger and enforce all waterfront rules and water safety procedures.
4. Administer first aid in the event of injury, rescue swimmers in distress or in danger or drowning, and administer CPR if necessary.
5. Evaluate conditions for safety and initiate waterfront emergency action plan as required.
6. Formulate, plan, and lead safe, age appropriate, and enriching canoeing, kayaking and paddling activities that help children learn more about canoeing and develop their skills.
7. Deliver progressive programming that builds on skills, so youth are making strides toward achieving goals.
8. Take every opportunity to teach campers social and emotional skills such as relationship building, perseverance, self-reflection, goal setting and more as you encourage each camper to recognize what they are capable of through mentorship and daily conversations with youth.
9. Conduct daily check of the waterfront and equipment for safety, cleanliness, and good repair in compliance with American Camp Association (ACA) standards.
10. Assist in the management and care of the physical facilities and equipment.
11. Clean waterfront area daily keeping it free of hazards and debris.
12. Participate enthusiastically in all camp activities, planning, and leading those as assigned including weekend and evening activities.
13. Participate as a member of the camp staff team to deliver and supervise evening programs, special events, overnight, and other all-camp activities and camp functions. ­
14. Follow the schedule, beginning and ending each activity on time.
15. Assist with swim tests of children and keep daily camper logs and records on

participant’s progress - help them progress from beginner to advanced swimming levels.

1. Act in the capacity of a Cabin Counselor when not instructing, assisting counselors in their cabin, and at evening activities and mealtimes.
2. Rotate with other staff, monitoring village after lights out - “on duty.”
3. Perform an end of the season program evaluation and make recommendations for equipment, supplies, and program for following season.
4. Accept direction, feedback from supervisors, and follow through appropriately.
5. Act as a responsible member of the camp community both in and outside of the camp environment during periods of employment.
6. Participate in staff and other meetings, such as in-service training and staff development and orientation activities.
7. Perform all other duties as assigned.

**Qualifications:**

* Swimming proficiency, comfort in all types of water conditions and ability to teach swimming skills to children.
* Lifeguard certification is required for this position. AV will provide all of the training. You must pass the tests. If you do not pass the certifications, you will be assigned to a cabin group.
* Knowledge and ability to evaluate water conditions and determine any potential dangers or hazards.
* Ability to adjust programs as necessary to ensure the safety of the kids.
* Ability to judge and evaluate evolving dynamics of individuals participating in water activities to immediate assess their capabilities and threats to their safety.
* Knowledge of waterfront protocols, operational procedures and safety policies.
* Knowledge of methods and techniques for providing on-site emergency medical services.
* Ability to communicate and work with groups participating (age and skill levels) and provide necessary instruction to campers and staff. ­
* Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques. ­
* Visual and auditory ability to identify and respond to environmental and other hazards related to the activity. ­
* Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.
* Some physical requirements of an adventure challenge position could be endurance including climbing, standing, some bending, stooping, and stretching. Requires eye-hand coordination and manual dexterity to manipulate ropes course equipment and ropes course activities.
* Requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs and the ability to lift up to 50 lbs.
* Willingness to live in a camp setting and work irregular hours delivering program in the facility available.
* Operate with daily exposure to the sun and heat and varying environmental conditions

**Who We’re Looking For:**

We are looking to recruit a team of people whose strengths, skills, and backgrounds are as diverse as those of our campers. We are keen to have people join our team who are:

* Committed to consistent learning and growth.
* Team players, willing to help in all areas
* Organized
* Strong communicators
* Competent and creative problem solvers.
* Passionate
* Energetic and silly
* Kind and compassionate
* Flexible and able to adapt quickly
* Able to stay calm in high-pressure situations.
* Able to work LONG and challenging days

**Contract Dates:** June 14, 2024 – August 9, 2024. This position is required to live on site at 71 Agassiz Village Ln. Poland, ME 04274

**Salary:** $2,288 for the full length of the contract. Included with your salary:

* Accommodation is provided for the full contract.
* Food is provided for the full contract.

**Designated Supervisor:** Waterfront Director

**About Agassiz Village:**

Agassiz Village is a nonprofit youth development organization whose mission is to “prepare youth for life’s journey.” Through our exceptional summer camp experience and year-long programming, youth develop and practice critical leadership and life-shaping skills that positively impact their futures. For 86 years, children from under-resourced communities in New England have come to our 330-acre lakefront overnight camp in Poland, Maine to experience unique learning opportunities, be challenged to discover interests, uncover new skills, make lifetime friendships, and connect with inspiring mentors. In addition, teens in our year-round program are supported to graduate high-school and prepare to be career/college ready.

**Our Staff Culture:** We work hard to establish a collaborative and positive community where we treat one another with kindness, understanding, and give one another the benefit of doubt. We celebrate new ideas, encourage making mistakes and trying again, and emphasize effort rather than perfection. At Agassiz Village, performing well at your job means also contributing positively to our team and environment. We teach our campers how to be compassionate, how to build connections, help them to build their confidence, and help them to bounce back when things don’t go their way. That means that we need to be strong role models of these qualities as well. Most of all, we emphasize constant growth and improvement and are always striving to find a better way to do what we do.