



Job Description

Lifeguard

Position Title:	Lifeguard
Classification:	Seasonal Part-Time
Pay Band:	\$24.61 (January 2026)
Department:	Recreation and Culture
Union:	International Union of Operating Engineers (IUOE)

Position Summary

Under the supervision of the Pool Coordinator and direction of the Manager of Recreation & Culture, the Lifeguard is responsible for ensuring the safety and supervision of all patrons using the Town swimming pool. The position provides lifeguarding, instruction, and customer service while maintaining a safe, clean, and orderly aquatic environment.

The Lifeguard ensures compliance with pool safety standards, Town policies, and the Workers' Safety and Compensation Act, while promoting a positive experience for all users.

Reporting Relationship

The Lifeguard reports directly to the Pool Coordinator. In the absence of the Pool Coordinator, the position reports to the Manager of Recreation & Culture.

Responsibilities

- Provide active lifeguarding and supervision of all aquatic activities to ensure patron safety.
- Deliver swimming lessons and assist with aquatic programs.
- Enforce pool rules, policies, and safety procedures in a consistent and professional manner.
- Monitor pool conditions and report any safety hazards or maintenance concerns.
- Conduct routine inspections of the pool deck, change rooms, and equipment prior to and during shifts.
- Assist with pool opening and closing procedures.
- Respond to emergencies and provide first aid, rescue, and incident response as required.

- Maintain accurate records including incident reports, daily logs, and attendance as required.
- Provide high quality customer service by assisting patrons, answering questions, and addressing concerns.
- Maintain cleanliness of the facility, including minor janitorial duties in pool and change room areas.
- Participate in departmental and safety meetings.
- Maintain confidentiality of information related to staff, patrons, and operations.
- Perform other related duties as assigned.

Qualifications – Education/Training

- Current National Lifeguard (NL) certification.
- Current Swim Instructor or equivalent certification or willingness to obtain.
- Standard First Aid with CPR-C certification.
- WHMIS and other relevant safety training, or willingness to obtain.

Qualifications – Experience

- Experience working in an aquatic environment is desirable.
- Experience providing customer service and working with the public.
- Experience assisting with or delivering aquatic programs is desirable.

Leadership

- Demonstrates professionalism and leadership in maintaining a safe aquatic environment.
- Acts as a role model for safety, teamwork, and customer service.
- Supports and assists coworkers as required.

Initiative/Creativity

- Follows written and verbal instructions.
- Identifies and reports safety concerns or operational issues.
- Provides suggestions to improve programs, safety, or facility operations.

Impact of Errors

- Failure to operate the facility in compliance with policies, regulations, or permits may create significant liabilities for the Town of Faro.
- Errors in judgement or performance may result in safety risks to staff and the public.
- Poor customer service or communication may negatively impact public experience and trust.

Decision Making

- Follows established policies and procedures
- Makes routine decisions related to patron safety, rule enforcement, and daily operations.
- Responds to emergencies and takes appropriate action within training and certification.
- Make recommendations to the Pool Coordinator on operational changes, and refers complex, sensitive, or policy-related issues as necessary.

Working Relationships

- Works closely with the Pool Coordinator and other aquatic staff.
- Interacts regularly with members of the public and program participants.
- Cooperates with other Town staff as required.
- Deals tactfully and courteously with the public.

Working Conditions

- Work is performed primarily in a public swimming pool environment with exposure to humidity, moisture, and pool chemicals.
- The position involves working on wet and potentially slippery surfaces.
- May be exposed to bodily fluids while providing first aid or responding to emergencies.
- Ability to maintain alertness while supervising pool users.

Hours of Work

- As determined by the Manager of Recreation & Culture or designate. The incumbent may be assigned a regular work schedule, which includes weekends, early mornings, evenings, split-shifts and statutory holidays.

Effort

- Moderate physical exertion required including standing for extended periods, swimming, and assisting patrons.
- Involves lifting and moving equipment and responding to emergency situations.
- Requires sustained concentration to monitor pool activities and ensure safety.
- Must be prepared to complete projects on schedule, and with interruptions due to priority changes, emergencies or public demand.
- Most work assignments are in public view and therefore subject to criticism.