**🏊 Swim Instructor**

**Status:** Part-Time / Full-Time / Seasonal
**Reports To:** Aquatic Lesson Manager or Aquatics Director

**Position Summary:**

The **Swim Instructor** is responsible for teaching safe, effective, and engaging swim lessons to individuals of all ages and skill levels. Whether working with infants, youth, teens, or adults, the instructor helps participants build confidence, master swim techniques, and understand water safety.

Instructors must be patient, encouraging, and skilled at providing positive feedback and clear instruction. This role is vital in promoting a lifelong love for swimming and saving lives through water safety education.

**Key Responsibilities:**

**🧒 Instruction & Safety**

* Teach group, semi-private, or private swim lessons using the facility’s curriculum or progressions
* Ensure participant safety at all times through active supervision and adherence to safety protocols
* Modify instruction based on age, ability, and individual needs
* Maintain control of class environment while keeping lessons fun, goal-driven, and age-appropriate
* Recognize and respond appropriately to emergency situations

**📋 Program Support**

* Arrive early and prepared with lesson plans or activity outlines
* Greet participants and parents, communicate expectations, and provide progress updates
* Complete evaluations, attendance, and incident reports as required
* Help with set-up and clean-up of equipment before and after each lesson
* Report issues, equipment needs, or schedule changes to supervisor promptly

**🤝 Customer Service & Communication**

* Maintain a positive and professional attitude with all swimmers and families
* Offer clear instruction, encouragement, and feedback throughout the lesson
* Communicate with parents about swimmer goals, achievements, and class placement
* Represent the facility and its mission with a welcoming and respectful demeanor

**Requirements:**

* Must be at least 16 years old (18+ preferred for lead/private instruction)
* Previous experience teaching or working with children and/or adults (preferred)
* Comfortable in deep and shallow water with strong swimming ability
* Current certifications in:
	+ CPR/AED and First Aid (required)
	+ Lifeguarding and/or Swim Instructor Certification (WSI, Starfish, or YMCA preferred)
* Reliable, punctual, and committed to the lesson schedule
* Strong communication skills and ability to engage with people of all backgrounds

**Preferred Skills & Traits:**

* Passion for teaching and working with children
* Ability to adapt to various teaching situations and learning styles
* Team-oriented, flexible, and calm under pressure
* Multilingual (a plus)

**Compensation & Perks:**

* Competitive hourly pay (based on experience and certifications)
* Opportunities for bonus pay or private lesson premiums
* Discounted or free facility use and training opportunities
* Branded uniform or gear provided
* Opportunities for advancement into lead instructor or supervisor roles

**Turn splashes into skills.**
If you love the water and enjoy helping others grow, apply today to become a trusted **Swim Instructor** on our team.