**Hybrid Remote Strategic DIRECTOR OF STRATEGIC TRAINING OPERATIONS**

**Position Title**: DIRECTOR OF STRATEGIC TRAINING OPERATIONS

**Reports To**: Aquatic Management

**Overview**:

The DIRECTOR OF STRATEGIC TRAINING OPERATIONS is responsible for developing, managing, and executing all training programs and initiatives for staff and the public. This role focuses on maintaining high-quality training standards, strategically increasing revenue through in-house and public training services, and ensuring staff motivation and adherence to safety protocols. DIRECTOR OF STRATEGIC TRAINING OPERATIONS will also oversee the allocation of funds to optimize operations, increase participation, and ensure the long-term success of training programs.

**Key Responsibilities:**

1. Revenue Generation:

* Develop and implement training programs for staff and the public, ensuring they meet community needs and industry standards.
* Set and achieve revenue goals by hosting lifeguard, CPR, first aid, and other lifesaving trainings.
* Create marketing and outreach strategies to attract participants and clients for public training services.

1. Program Management:

* Manage a consistent schedule of in-house staff training and recertification to maintain compliance and readiness.
* Ensure all programs are up-to-date with current regulations and industry best practices.
* Develop and track key performance metrics for all training programs.

1. Staff Development & Motivation:

* Implement strategies to motivate and retain lifeguards and staff, encouraging adherence to safety and operational protocols.
* Create recognition and incentive programs to reward high-performing staff and maintain team morale.
* Conduct regular performance evaluations and provide mentorship to staff.

1. Strategic Financial Management:

* Oversee the budget for training programs, ensuring funds are allocated effectively for resources, marketing, and operational needs.
* Analyze financial performance and make strategic adjustments to maximize profitability.
* Identify cost-saving opportunities while maintaining high training standards.

1. Community Engagement:

* Build partnerships with local organizations, schools, and businesses to expand training outreach.
* Represent the organization at public events to promote safety and training initiatives.
* Develop community-focused programs that align with the organization’s mission.

1. Operational Oversight:

* Ensure all training equipment, facilities, and resources are properly maintained and ready for use.
* Stay current with certifications and ensure staff compliance with industry standards.
* Coordinate with other departments to align training programs with broader organizational goals.

**Qualifications**:

* Proven experience in training management, preferably in aquatic safety or emergency preparedness.
* Strong leadership skills with the ability to motivate and manage a diverse team.
* Financial acumen with experience in budgeting, forecasting, and revenue generation.
* Excellent communication and organizational skills.
* Certification in lifeguard instruction, CPR, or related fields (preferred).
* Bachelor’s degree in a related field (e.g., Aquatics, Safety Management, Training Development) is a plus.

**Key Performance Indicators (KPIs):**

* Monthly revenue targets for public and in-house training services.
* Staff retention and performance improvement metrics.
* Number of trainings successfully executed annually.
* Budget efficiency and cost management outcomes.