**💼 Now Hiring: Aquatic Director**

**Location:** [Insert Facility Name & City]
**Salary:** [Insert Salary Range or “Competitive”]
**Position Type:** Full-Time, Exempt
**Schedule:** Includes evenings, weekends, and on-call availability
**Start Date:** [Insert if applicable]

**🌊 Make a Splash in Leadership!**

Are you ready to lead an aquatic team, elevate programming, and ensure the safety and success of an entire facility? We are seeking a dynamic, experienced **Aquatic Director** to oversee daily operations, staff development, programming, and safety for our aquatic center.

**🧭 What You’ll Be Responsible For:**

**🛠️ Facility Operations**

* Manage day-to-day operations of pools, splash pads, locker rooms, and deck areas
* Oversee water chemistry, equipment functionality, safety compliance, and inspections
* Develop, implement, and enforce SOPs, EAPs, and cleaning/maintenance checklists
* Coordinate with maintenance and custodial staff for facility readiness and cleanliness

**🧑‍🤝‍🧑 Staff Management**

* Recruit, hire, train, supervise, and evaluate all aquatic staff (lifeguards, instructors, supervisors)
* Create and manage staff schedules ensuring adequate coverage for all hours and events
* Conduct regular in-service trainings, performance check-ins, and staff meetings
* Maintain certification records and compliance documentation for all team members

**📋 Administrative Leadership**

* Develop and manage departmental budget, payroll, and supply orders
* Maintain accurate records for inspections, incidents, and certifications
* Prepare reports for leadership with key performance and risk metrics
* Oversee registration systems and class rosters, and support front desk coordination

**🏊 Program Oversight**

* Design and implement seasonal and year-round programs: swim lessons, aquatic fitness, lifeguard training, special events
* Ensure program quality, safety, customer satisfaction, and staff preparedness
* Monitor enrollment, cancellations, participant feedback, and instructor performance
* Expand programming through community partnerships and outreach

**📞 Customer Service & Community Engagement**

* Serve as lead contact for parent and participant concerns and incident follow-up
* Foster a welcoming, inclusive, and safe environment for patrons of all ages and backgrounds
* Represent the aquatic department at community meetings and facility-wide planning sessions
* Respond promptly to feedback, complaints, or behavioral issues with professionalism

**✅ Required Qualifications:**

* Bachelor’s degree in Recreation, Aquatics, Education, Sports Management or related field OR equivalent experience
* 3+ years of supervisory experience in aquatic facility management
* Current certifications:
	+ Lifeguarding with CPR/AED & First Aid
	+ Lifeguard Instructor (LGI)
	+ Certified Pool Operator (CPO) or Aquatic Facility Operator (AFO)
* Strong knowledge of aquatic safety regulations and state/local health codes
* Experience managing budgets, payroll, program registration, and reports
* Proficient with scheduling and registration software

**⭐ Preferred Qualifications:**

* Water Safety Instructor (WSI) or WSI Trainer
* CPR/AED Instructor
* Experience supervising large staff (30+) or multiple locations
* Strong leadership, mentoring, and conflict resolution skills
* Experience designing or implementing adaptive/inclusive programming

**🕒 Work Conditions:**

* On-site leadership required with flexible availability (including evenings, weekends, holidays)
* On-call emergency response expected during operating hours
* Physical demands include walking, standing, lifting 50 lbs, swimming, and performing rescues if needed

**📧 How to Apply:**

Please submit a resume, cover letter, and proof of certifications to [Insert Email or Application Portal]. Applications accepted until [Insert Deadline or “Position Filled”].

**🙌 Why Join Us?**

We are passionate about aquatic safety, community wellness, and creating inclusive, high-impact programming. If you’re a hands-on leader who thrives in a fast-paced environment, we want to meet you!