**🔱 Elite Lifeguard**

**Status:** Seasonal / Part-Time Leadership  
**Reports To:** Aquatics Director

**Job Description:**

The Elite Lifeguard is a senior-level lifeguard with expanded leadership duties. They serve as the acting lead at aquatic facilities when the Aquatics Director is not present — especially at locations without an assistant manager or adequate supervision budget. Elite Lifeguards are responsible for safety, incident management, staff oversight, and maintaining operational standards. This role requires sharp decision-making, excellent communication skills, and the ability to enforce policies with professionalism.

**Key Responsibilities:**

* Serve as lead staff when the Aquatics Director is off-site
* Address patron concerns, staff conflicts, or safety issues at face value
* Ensure lifeguards remain on task and in compliance with safety protocols
* Open and close the facility as needed
* Complete shift reports and incident documentation
* Assist with new staff onboarding and mentorship
* Enforce emergency action plans and respond to incidents
* Maintain daily checklists and cleanliness standards

**Requirements:**

* Current certifications in Lifeguarding, CPR/AED, and First Aid (required)
* Minimum 2 seasons of lifeguard experience (preferred leadership or mentoring experience)
* Must be 18+ years old
* Strong verbal communication and conflict resolution skills
* Ability to stay calm, lead, and act independently during emergencies
* Availability during peak shifts (nights/weekends/holidays)
* Must be familiar with basic pool operations and reporting procedures

**Compensation:**

* Premium hourly wage above standard lifeguards
* Eligible for leadership perks and seasonal bonuses
* Option to return annually in a preferred leadership track

**💼 Strategic Aquatic Revenue Manager**

**Status:** Full-Time / Exempt  
**Reports To:** Aquatics Director or Executive Director

**Job Description:**

The Strategic Aquatic Revenue Manager drives the growth and profitability of all aquatic services. From swim lessons to facility rentals, this role is responsible for increasing revenue, identifying trends, launching new programs, and ensuring efficient use of pool space. Ideal for someone who blends a passion for aquatics with sharp business skills.

**Key Responsibilities:**

* Develop and execute aquatic revenue strategies (memberships, lessons, training, events)
* Analyze attendance, pricing, and conversion metrics to optimize offerings
* Collaborate with marketing to increase enrollments and upsells
* Coordinate with partners (schools, apartments, companies) to secure pool usage agreements
* Manage seasonal pricing, program launches, and promotional campaigns
* Design staff incentive plans tied to revenue goals
* Identify new income opportunities (certifications, workshops, private sessions, etc.)
* Present regular financial reports and forecasts to leadership

**Requirements:**

* Bachelor’s degree in business, Recreation, Sports Management, or related field
* 3+ years in aquatics programming, recreation management, or business development
* Strong understanding of pricing models, customer retention, and seasonal planning
* Experience with systems like Amilia, Jackrabbit, Mindbody, or similar
* Excellent analytical and communication skills
* Bonus: Certified Lifeguard, WSI, or CPR Instructor (not required, but helpful)

**Compensation:**

* Competitive salary with growth-based bonus structure
* Hybrid work option (split between desk, pool deck, and remote)
* Free facility access and staff development support