



*A progressive city of 187,800 people located just a short 30-minute drive from Toronto, the **City of Oshawa** is one of Canada's fastest growing communities that is exceptionally positioned to live, work, learn and invest. Its strategic pursuit of sustainable growth, excellent community service delivery and cooperative partnerships have enhanced its quality of life advantage, while maintaining a strong commitment to financial stewardship.*

Posting Number: 005143

Job Title: Lifeguard / Aquatic Instructor

City: Oshawa

Province: Ontario

Employment Group: Exempt

Wage Rate: AQ3, \$19.17 - \$20.14

Standard Weekly Hours of Work: up to 24

Shift Work Required: Yes

Posting End Date: 2025/04/23

Job Description

Please note that this is an open posting for Aquatic Instructor/Lifeguard positions that may arise throughout the year. Your application will be kept on file for up to three (3) months and you may be contacted if an opportunity matching your qualifications arises.

Applicants selected to attend a Wet Interview will be notified via email and phone. You will be required to provide the following prior to the interview:

- Proof of aquatic qualifications (NL – Pool, Swim Instructor, Lifesaving Instructor, EFA Instructor, and SFA from a WSIB approved agency, plus any additional qualifications you hold)

Successful applicants will be required to complete online modules, attend mandatory staff trainings and facility orientations.

The City of Oshawa strives to provide an environment that cultivates and supports the following core values: Authenticity, Courage, and Trust (ACT).

Responsibilities

1. Delivery of learn to swim program

- Develop progressive lesson plans based on criteria specific to each level of the learn to swim program
- Demonstrate, instruct and lead participants through swim level specific skills
- Assess, evaluate and document participants progress throughout the program
- Provide verbal and written feedback on participants progress to parents/guardians
- Prepare and organize program equipment and supplies
- Perform safety check of equipment prior to being used
- Keep accurate participant attendance records
- Follow up with full-time staff regarding participants with extended absences

2. Ensuring public safety

- Enforcing policies and procedures of aquatics facility
- Monitor participants in pool, identifying risks/hazards and associate good judgement
- Educate the public on water safety with a focus on accident prevention
- Respond to emergency situations and provide first aid within the scope of training

3. Directly supervising the pool area

- Continuous scanning of the pool and surrounding area including the deck, hot tub and sauna and adjust zones as required
- Enforce policies and procedures of aquatics facility
- Monitor participants in pool, identifying risks/hazards and associate good judgement
- Educate the public on water safety with a focus on accident prevention
- Respond to emergency situations and provide first aid within the scope of training

4. Enforce and follow City of Oshawa policies and procedures and adhere to Ontario Public Pool Regulations, including but not limited to: admission requirement standards, emergency procedures, etc.)

5. In the absence of Aquatic Supervisor, perform pool opening and closing procedures and complete required checklists

Requirements

- Possess and maintain ALL of the following aquatic awards (note, applicants who are currently registered in the courses below may apply, offer of employment would be subject to successful completion of the awards):
 - National Lifeguard - Pool Certification (NL)
 - Lifesaving Swim Instructor Certification
 - Lifesaving Society Lifesaving Instructor (LSI)
 - Lifesaving Emergency First Aid Instructor
 - Standard First Aid with CPR-'C' (from a WSIB approved agency)
- Work a minimum of six (6) hours per week, four (4) of which are instructional hours, and at least one (1) weekend shift per week. All hours are subject to program and

operational demands. Priority will be given to those candidates with the most availability.

- Attend all mandatory staff trainings and meetings, including evenings and weekends
- Demonstrate strong customer service experience and communication skills to deal effectively and courteously with staff and the general public; strong interpersonal skills with the ability to establish and maintain positive working relationships
- Possess personal qualities of maturity, tact, discretion and have a willing and co-operative attitude
- Ability to work shifts as required
- Communicate in a timely manner with management, including but not limited to: phone, email, accident reporting, etc.
- Preference will be given to those with additional aquatic qualifications

As a condition of employment, the City of Oshawa will require successful candidates to provide a Criminal Records Check with Vulnerable Sector Search.

Please be advised that position location as noted is at the time of posting and is subject to change, as required due to operational needs.

We would like to thank all applicants however, please note that only those selected to attend an interview will be contacted and all other applicants will be kept on file.

Applicants are advised that written, oral and practical testing may form part of the selection process.

To apply, please visit: <https://oshawa.jobs.net/en-CA/search>. All applicants are encouraged to provide a valid email address for communication purposes. Please ensure that you check your email regularly to receive any correspondence.

The City of Oshawa is situated on lands and waters within the Williams Treaties Territory, home to seven First Nation communities of the Michi Saagiig and Chippewa Anishinaabeg, who have cared for and maintained these lands from time immemorial and continue to do so to present day.

[Learn more](#)

We are an Equal Opportunity Employer in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code (OHRC). The City of Oshawa promotes the principles of diversity, equity and inclusion and adheres to the tenets of the Canadian Human Rights Act and the Ontario Human Rights Code. The City of Oshawa encourages applications from women, Indigenous Peoples and persons of all cultures, ethnic origins, religions, abilities, ages, sexual orientations, and gender identities and expressions.

The City of Oshawa will provide accommodations throughout the recruitment and selection and/or assessment process to applicants with disabilities and/or needs related to the OHRC. If you require an accommodation during the recruitment process or assistance with the application process please contact Human Resource Services. Personal information provided is collected under the authority of The Municipal Freedom of Information and Protection of Privacy Act.