



AQUATIC SHIFT LEADER

Temporary, Full-time - 40 hours per week

April 20, 2026 – September 14, 2026

Pay Range: \$28.53 - \$345.66 / hour

This position has been deemed safety sensitive by the employer and as such is subject to reasonable cause and post-incident drug and alcohol testing.

At the City of Leduc, our mission is People. Building. Community. We offer a collaborative and dynamic workplace where our values of Teamwork, Service, Respect and Leadership guide our conduct and contribute to a healthy culture. We strive to offer the best aquatic experience, including the best lessons, safest swims, and cleanest facilities. If you would like to work as part of a progressive organization and enjoy a fast-paced environment, then this may be the opportunity for you.

Come work with us!

We are currently recruiting a temporary, full-time **Aquatic Shift Leader** at our Alexandra Outdoor Pool.

What is this opportunity?

Reporting to the Aquatic Operations Coordinator, the Aquatic Shift Leader is responsible for ensuring the effective, efficient, and safe operation of our aquatic facilities. As part of the aquatic supervisory group, this position will contribute to the success of the team by leaning into our values of building trust and staying curious. The Aquatic Shift Leader is knowledgeable about our facility and continually seeks opportunities for improvement within our operation. They work closely with our aquatic team to ensure high-quality service delivery and support the ongoing development of our staff. Spend your working hours in a tropical climate, living an active lifestyle!

What will you do?

- Support/mentor lifeguards and assistant lifeguards on and off the pool deck, acting as an additional support resource and point of escalation
- Lead and develop staff, including facilitating new lifeguard/assistant lifeguard orientations, providing ongoing mentorship and training
- Supervise and provide relevant, and timely, feedback to aquatic staff
- Conduct lifeguard evaluations and facilitate annual performance appraisals
- Plan and lead a variety of team training opportunities
- Ensure safety for aquatics patrons and staff by recognizing and responding to first aid and other emergency situations as well as implementing and following facility policies, procedures and provincial legislation
- Complete daily operational checks, mechanical tasks, water tests, monitor water quality, and conduct filtration maintenance by following established operational and maintenance guidelines of the facility
- Ensure a high standard of cleanliness is maintained

- Teach a wide variety of swim programs and lifeguarding, as required
- Conduct employee interviews and assist Aquatic Coordinators with hiring decisions
- Ensure excellent customer service is being provided in a safe and enjoyable atmosphere
- Monitor staffing levels to ensure ongoing quality of program service delivery and alter shifts or call-in staff as required to ensure service level expectations are maintained
- Complete administrative duties such as inventory, purchases, research, customer follow ups and related assignments, as required
- Perform other related duties and responsibilities, as required

Who you are?

You are an ideal candidate if you have the following:

- 18 years of age with Grade 12 diploma
- A minimum of 2 years of aquatic experience
- Experience supervising/leading a team, including coaching, mentoring and motivating others
- A positive and energetic personality who makes work meaningful and fun while inspiring the team to deliver results
- A passion for aquatic program delivery and for developing people
- Strong interpersonal skills with the ability to work both independently and collaboratively within a team
- Excellent verbal communication skills with a proven commitment to customer service
- Independent decision making, problem solving, and analytical skills
- Excellent organizational and time management skills
- Ability to thrive in a fast-paced environment by multi-tasking and efficiently prioritizing workload
- A commitment to ongoing learning and skill development, including the ability to complete monthly fitness and knowledge skills tests, attend all required training and in-service sessions and complete additional courses or certifications as required
- Knowledge of Risk Management and Occupational Health and Safety practices
- Ability to work evenings and weekends

Certifications Required:

- The following certifications are **required** for this position:
 - Lifesaving Society Swim Instructor (SI) combined with a minimum of one year of teaching experience with this certification
 - National Lifeguard (NL) certification
 - Intermediate First Aid with CPR C
 - AARFP Pool Operator Level 1
- The following certifications or courses are considered **assets** for this position:
 - Lifesaving Instructor (LSI)
 - First Aid Instructor (FAI) certification
 - National Lifeguard Instructor (NLI) certification
 - AARFP Pool Operator Level 2

What we offer?

- Competitive salary
- An additional \$1.00/hr shift premium for hours worked before 7:00 a.m. and after 6:00 p.m. daily

- Deck Footwear Allowance of \$65
- Employee Family Assistance Program
- Annual City of Leduc recreation pass, including access to free drop-in programs
- Paid training and recertification (time and course fees)
- Free Parking
- Opportunities to learn and grow within the organization
- A dynamic, fun, fast-paced work environment

Important Notes

- Candidates 18 years of age must provide a clean Criminal Record Check - Vulnerable Sector is required prior to start of employment, completed at employee's expense.
- Candidates 18 years of age must provide a clean Child Intervention Record Check.
- Submission of proof of all certifications and Lifesaving Society Member ID#.

Ready to Join Us?

Dive into a dynamic and energetic environment where teamwork and community matter! As an Aquatic Shift Leader, you'll help create a safe, welcoming, and supportive space for our fitness and aquatic community.

If this sounds like you, we want to hear from you! To apply, please visit our website at:

www.leduc.ca/careers

Competition closes at **11:59 pm (MT) on February 17th, 2025**. This competition may be used to fill future vacancies at the same or lower classification level. Due to the high volume of resumes received, we are not able to respond to individual phone calls. We thank all applicants for their interest, however, only those selected for interviews will be contacted.