

Deck Leader – Training Opportunity (Various Shifts and Locations) – 1912

Close Date

May 1, 2026

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

Let's make Kamloops shine! Join our team today.

Position Overview

Dive into your next big opportunity!

The City of Kamloops is looking for an energetic and motivated **Deck Leader – Training Opportunity** to help lead our awesome team of lifeguards and bring our aquatic programs to life. If you love being active, thrive in a team environment, and care deeply about safety, this could be the perfect fit.

As a **Deck Leader**, you're not just supervising the pool, you're setting the vibe. You'll guide and support your team, keep safety front and centre, and help create a fun, welcoming experience for everyone who walks onto the deck. From coordinating programs to keeping operations running smoothly, your leadership will make a real impact every single day.

We're all about teamwork, respect, and creating a positive workplace where people feel supported and appreciated. You'll have the opportunity to take initiative, share ideas, and help shape how things run. Plus, with flexible shifts, this role works great around school or other commitments. If you're a certified Water Safety Instructor who's ready to lead, inspire, and keep things safe while having fun, we'd love to hear from you!

This position is open to both internal and external candidates.

****Riverside Park Beach Notes:**

- River opening/closing dates are subject to conditions (weather and water level).
- Hours and location of shift may be altered in the case of adjusted seasonal opening/closing dates.
- The employer will guarantee 4 hours/scheduled day at an alternate Aquatic facility opening/closing operational dates change.
- Successful applicant must have the ability to work at other City of Kamloops Aquatic facilities.
- **Required qualifications to work at Riverside Park Beach differ from other City of Kamloops Aquatic facilities.**

Riverside Park Beach		
Shift Name	Jun 1-26	Jun 27-approx. Aug 9
DL-RPB1	NO HOURS	Thu-Mon 12:45pm-5:45pm Fri-Sun 11:45am-6:15pm 29.5hr
DL-RPB2 <i>- must have a valid Class 5 Driver's License</i>	Mon-Fri 8:30am-4:30pm Report to CGP for Mon-Fri, will be required to drive to other operational locations on these days. 16hr	Tue-Thu 12:45pm-5:45pm Alternate DL on Thursdays Mon-Fri 8:30am-4:30pm Report to CGP for Mon-Fri, will be required to drive to other operational locations on these days. 31hr

The successful candidate must have the following qualifications: (Riverside Park Beach)

1. Completion of senior secondary school or its equivalent.
2. Minimum age of 17 years old.
3. Current Lifesaving Society Swim Instructor Certificate.
4. Current National Lifeguard (NL) Award - Pool Option.
5. Current Basic First Aid Certificate.
6. Minimum one year's (equivalent to 1,200 hours) previous experience as a Lifeguard or equivalent.
7. Ability to obtain Current Lifesaving Instructor (LSI) Certificate and Pool Operator Certificate Level I by the end of training term.
8. Successful completion of the River Fitness Standard (100m run, 100m head up swim, 100m victim tow within 6 minutes)

Brock Pool			
Shift Name	Jun 1-26	Jun 27-Aug 23	Aug 24-Sep 6
DL-BP2	Mon-Fri *3:00pm-8:30pm (*12:30pm-3:00pm) 27.5hr	Mon-Fri 12:30pm-8:30pm 40hr	Mon-Thu 12:30pm-6:30pm Fri 12:30pm-6:30pm 29hr

Westsyde Pool			
Shift Name	Jun 1-26	Jun 27-Aug 21	Aug 22-Sep 6
WDL3	Fri *3:00pm-9:30pm (*1:30pm-3:00pm) Sat-Sun 9:45am-4:45*pm (*4:45pm-5:45pm) 20.5hr	Fri *3:00pm-9:30pm (*1:30pm-3:00pm) Sat-Sun 9:45am-4:45*pm (*4:45pm-5:45pm) 20.5hr	Fri *3:00pm-9:30pm (*1:30pm-3:00pm) Sat-Sun 9:45am-4:45*pm (*4:45pm-5:45pm) 20.5hr

Please see below notes:

*If an * in-front of hours (ex. Fri *3:00pm-9:30pm (*1:30pm-3:00pm)) on the schedule it indicates the times employees need to be available if called in on short notice. This is not a scheduled shift, but employees must be available to work during these times if needed.*

On days when more than one Deck Leader is scheduled to work, only one employee is assigned the Deck Leader role and paid at the Deck Leader rate. Other Deck Leaders on shift will be paid at the standard Lifeguard rate.

The successful candidate must have the following qualifications: (Westsyde Pool, Brock Pool)

1. Completion of senior secondary school or its equivalent.
2. Minimum age of 17 years old.
3. Current Lifesaving Society Swim Instructor Certificate.
4. Current National Lifeguard (NL) Award - Pool Option.
5. Current Basic First Aid Certificate.
6. Minimum one year's (equivalent to 1,200 hours) previous experience as a Lifeguard or equivalent.
7. Ability to obtain Lifesaving Instructor (LSI) Certificate and Pool Operator Certificate Level I by the end of the training term.

Orientation and training dates: May 7 & 14, July 9. Deck Leaders must be available for training on Thursdays

For further information on the Deck Leader position, please see the attached job description for the fully qualified position. For further information on the details around the training opportunity please see the attached terms and conditions. This position will only be filled if we are unable to fill the fully qualified Deck Leader competition 1913 posting.

Awarding of Training Opportunity:

To be successful for this training opportunity, applicants must meet the above requirements. Applicants are able to participate in a maximum of three training opportunities within the Department.

On-the-Job Experience and Training:

The successful candidate for this opportunity will be gaining experience towards becoming a fully qualified Deck leader. The exact length of the training opportunity may vary based on the previous experience of the successful candidate and the length of the position but will be a maximum of two years.

Pay Rate:

The successful applicant for this training opportunity will receive a starting pay rate at Pay Grade 8 (outside) of \$34.872 per hour. Upon successful completion of the training opportunity, obtaining the Lifesaving Instructor (LSI) Certificate, Pool Operator Certificate Level I and minimum one year's (equivalent to 1,500 hours) previous experience as a Lifeguard or equivalent, the incumbent will move to a Pay Grade 9 (outside), \$35.591 per hour, as a fully qualified Deck Leader.

Probationary Period:

The probationary period for this position will be 6 months or the completion of the training opportunity.

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check. Refer to Articles 19(g) and (h) in the City of Kamloops/CUPE 900 Collective Agreement regarding Benefit Allowance and Eligibility. This is a Cupe Local 900 position. Please note, more than one may be hired.

Hourly Rate

\$34.872

Hours & Days of Work

Various hours and days of work.

Hours per Week

Various

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email hr@kamloops.ca or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at kamloops.ca/careers.

Aquatics Certifications

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 900 (The Union)

AND: CITY OF KAMLOOPS (The Employer)

RE: AQUATICS CERTIFICATIONS

The Employer agrees to pay wages and course fees (including required materials) for current Aquatics employees' certifications under the following conditions:

1. Training is related to obtaining certifications required for the employee's current job classification.
2. Training is City-sanctioned and delivered in City facilities (employees who choose to attend third party or non-sanctioned training will do so at their own expense and on their own time without pay).
3. Employee's award must be expiring within six months prior to the time of the training (known as re-certification period).
4. Employees must provide twenty-one (21) calendar days written notice to management in advance of the training date.
5. Training time will not occur overtime.
6. Shift times may be altered to accommodate training times, without loss of hours to the employee but also without incurring overtime.
7. Offer is limited to one (1) re-certification attempt per award within the re-certification period.
8. The Employer will post a list of employee certification/expiry dates by December 31 of each year. It is the employee's responsibility to ensure that the listed dates are consistent with their card dates. Card dates will prevail over listed dates.

In addition, the Employer agrees to provide OFA, NLS, WSI, LSI, and AED training a minimum of twice a year.

This agreement comes into effect January 1, 2012. The City will review this enhanced program throughout the term of the current Collective Agreement to determine its ongoing feasibility. The Union will be provided an opportunity to provide input into that review.

Signed September 21, 2011

Renewed for the 2019-2023 Collective Agreement term

Training Opportunity Terms & Conditions

The City of Kamloops encourages career development and professional growth for its employees. Training postings (including training opportunities and "in-training" postings) allow staff the prospect of moving into an area of the City operations that they may not otherwise have the experience or qualifications to bid into.

To support this, the parties have adopted the following terms and conditions for training postings. To illustrate your acceptance of the terms and conditions, please initial each item, date and sign at the bottom.

1. MANAGEMENT/EMPLOYEE RESPONSIBILITIES _____

The City recognizes that there is a joint responsibility for the development and success of the trainee. It is management's obligation to regularly monitor and assess the trainee's work to ensure that they are completing the requirements of the training. It is the employee's obligation to meet the commitments of the training posting, attend any training or educational sessions required and to participate in applicable duties at the workplace.

2. TRAINING TERMS _____

Training terms may vary in length, based on the amount of experience that the successful qualified applicant brings to the position.

3. ACCESS TO TRAINING _____

Employees will be allowed to access a maximum of three training types (training opportunity and/or in-training) during their employment with the City. The third training type, apprenticeship, will have a maximum of one opportunity.

Where the situation exists for an employee to pursue multiple opportunities related to a particular career path within a Division, consideration will be given on a case by case by the Employer to waive the access restrictions.

4. EMPLOYEE COMMITMENTS _____

- a) Employees must commit to the training term stated on the posting.
- b) After completion of the training term, employees must remain in the position for the commitment term stated on the posting.

- c) For a period of one year after completing the training term, employees (unless they are otherwise employed full-time outside of the classification), must accept any vacant shifts that should arise in the classification they have been trained in if that shift remains vacant after a posting or bid meeting process.

Any employee who does not fulfill the commitments of a training posting through their own actions will not be allowed access to any other training types in the future.

5. SENIORITY FOR TRAINEES _____

New employees hired for a training position will not obtain seniority during their probation period. If a trainee passes their probation period, seniority will be calculated as per the Collective Agreement and given to the employee at that time.

6. LAYOFF AND RECALL FOR TRAINEES _____

The trainee will be laid off before junior, fully qualified incumbents in the classification. The trainee will be recalled last after junior, fully qualified incumbents in the classification.

7. TRAINEE PROBATIONARY PERIODS _____

The probationary period for employees in training opportunities will be six (6) months. As per Article 10(i), for existing employees, the trainee will be returned to their former position if they fail their probation. As per Article 10(d)(iii), the employment of externally hired employees may be terminated at any time during the probation period at the absolute discretion of the employer, provided however, that such discretion is not used in an arbitrary, perverse, or capricious manner.

The Union has agreed to consider requests for longer probationary periods based on the length of the training term and/or a trainee's progress.

Employees with seniority, who have passed their probation period but do not fulfill the commitments of a training posting will forfeit the right to return to their former position but will be placed on an unpaid leave of absence and allowed to use their seniority for one year to bid on another position in the organization.

8. OVERTIME CALL OUT

In the event of an overtime call out, fully qualified staff will be called first. Trainees may be considered at management's discretion.

Employee

Date