

Employment Opportunity

Swim Instructor (Casual) Posted September 9, 2026

The City of Fernie is inviting applications for the position of Swim Instructor. This position is causal and hours are based on program registration. This position is required to work weekdays, weekends, and evenings. Reporting to the Aquatics Supervisor and the Manager of Parks and Recreation, the Swim Instructor teaches swim lessons and promotes education to the public about water safety on or near the water.

Position Overview

Deliver swim programs while ensuring the safety, protection, and enjoyment of participants and patrons. Instructional and janitorial tasks related to swim program delivery at the Aquatic Centre.

Duties and Responsibilities

- Develop and deliver the program content to the participants, including preparing lesson plans and instructional material specific to the program.
- Clean, organize and set up equipment at the assigned space, and ensure all program supplies and equipment are available.
- Greet participants and ensure any required information is exchanged.
- Deliver excellent customer service and create a valuable and positive experience.
- Maintain a safe and clean environment.
- Maintain a record of performance for participants and distribute program evaluations.
- Performs all other related duties as assigned.

Minimum Qualifications

Required Qualifications

- Bronze Cross Certification (does not need to be current)
- Current National Lifesaving Society Swim Instructor Certification
- Current Standard First Aid Certification from a recognized agency*
- Current CPR Level C Certification from a recognized agency*

**Recognized agency – as defined by the current version of the Lifesaving Society National Lifeguard program standards*

Knowledge, Skills & Abilities

- Can demonstrate strong verbal and conflict resolution skills for effectively communicating with others. Effective interpersonal and organizational skills.
- Must have knowledge of the prescribed standards for the Lifesaving Society, insofar as their programs and services relate to the Aquatic Centre.
- Must have the ability to instruct, supervise, and evaluate participants.
- Must be able to maintain pleasant and effective relations with the public and employees of the City, even in adverse conditions.

Competencies for Success

- Positive attitude
- Customer service skills and experience

- Experience working with children

Working Conditions

- Must work with and provide customer service to various demographics including children.
- Wet for long periods of time.
- Exposure to loud and constant noise.

ACKNOWLEDGEMENTS:

The above description reflects the general details considered necessary to describe the principal functions and duties as required for proper evaluation of the job and will not be construed as a detailed description of all the work requirements that may be inherent in the job. Employees may perform other related duties and tasks as required to meet the needs of the operation.

Salary and benefits will be in accordance with the current CUPE 2093 contract. The rate of pay is \$23.73/hour. Employment for this position will be casual, with no guarantee of hours.

Detailed applications containing cover letter and resume should be addressed to Jacquie Hill careers@fernie.ca.

This position is posted internally and externally, concurrently and will be open until suitable candidates are found.

We thank all applicants for their interest; however, only those considered for an interview will be contacted.

Jacquie Hill, Manager of Parks and Recreation
City of Fernie, 501 – 3rd Ave, PO Box 190
Fernie, BC, V0B 1M0 or

email jacquie.hill@fernie.ca

The City of Fernie strives to ensure that its employment practices are free from direct and indirect discrimination and is committed to upholding the human rights of those participating in the hiring process. In pursuit of this commitment, City of Fernie will not condone or tolerate any acts of discrimination or harassment under any of the grounds protected under human rights legislation. This commitment extends to the hiring process and throughout the course of employment.