



Tate's Day Camp

Lifeguard / Swim Instructor Job Description

Overview

Swim Staff and Lifeguards at Tate's Day Camp play a vital role in creating a safe, fun, and memorable summer for our campers. You'll spend your days outdoors at our three beautiful saltwater pools and our fishing/boating pond, leading swim lessons, safeguarding swimmers, and helping children grow more confident in and around the water.

We hire energetic, reliable, positive staff who enjoy working with kids and want a summer job that's both meaningful and incredibly fun. Whether you are already certified or brand new and excited to learn, we **cover the full cost of the lifeguard certification course if you need it** (course fee paid by camp). Our aquatics team is known for encouragement, teamwork, professionalism, and the spirit of "The Fun Professionals."

What You'll Love About This Job

- Need lifeguard certification? **We cover the cost of certification if you need it**
- Consistent daytime schedule with **nights & weekends off**
- Guaranteed work hours **rain or shine**
- A supportive aquatics leadership team
- Teaching swim lessons that build real confidence in kids
- Working outside at three saltwater pools surrounded by nature
- Paid staff training
- A close-knit team of primarily college-age coworkers
- The chance to help kids grow, laugh, and discover their bravery

Minimum Qualifications

- Current lifeguard certification **or** willingness to become certified (course fee paid by camp *if certification is needed*)
- Ability to work with children outdoors
- Ability to observe, assess, and respond to swimmer needs and safety concerns
- Strong character, integrity, and flexibility
- Enthusiasm, patience, sense of humor, and self-control
- Ability to manage risks and remain calm in emergency situations
- Ability to fulfill all Essential Functions of the job
- Successful completion of a background check and drug test

Responsible To

Aquatics Director • Camp Directors • Program Directors

Core Responsibilities

1. Lead and Support Swimmers

Specific Responsibilities:

- Teach group swim lessons using approved lesson plans

- Assist swimmers of varying skill levels — from beginners to advanced
 - Monitor proper use of equipment and provide corrective guidance
 - Provide positive encouragement and help campers progress through levels
 - Be “in the water” during instructional periods as needed
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2. Guard, Supervise, and Maintain Safety

Specific Responsibilities:

- Remain alert and maintain proper scanning patterns
 - Guard during free swim times (chair, deck, and water rotations)
 - Enforce safety rules with kindness and consistency
 - Identify potential hazards and respond appropriately
 - Stay prepared to respond in an emergency at any moment
 - Monitor crowd flow, transitions, and general swimmer behavior
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3. Maintain Pool & Pond Program Areas

Specific Responsibilities:

- Assist with daily setup and takedown of pool and pond areas
 - Keep decks, changing areas, equipment, and pool houses clean and organized
 - Assist with fishing and boating activities at the pond
 - Provide rainy-day indoor lessons or alternate programming
 - Report facility or equipment concerns to the Aquatics Director promptly
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4. Support the Team and the Camp Community

Specific Responsibilities:

- Collaborate with counselors and activity leaders to support camper experience
 - Assist with special events (closing programs, fun nights, picnics, campouts)
 - Communicate camper or safety concerns to supervisors
 - Serve temporarily as a counselor if needed
 - Provide feedback and improvement suggestions for future seasons
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The Tate’s Standard

At Tate’s, safety, kindness, and teamwork matter deeply. We build people up — never tear them down. Swim staff are trusted leaders for campers, parents, and fellow counselors. The way you encourage kids, communicate with your team, and show professionalism around the water reflects who we are as “The Fun Professionals.”

Additional Notes

This job description is not exhaustive. Duties may be reassigned or expanded as needed to maintain a safe, fun, and impactful environment for campers.

Essential Functions of the Job

These functions are fundamental to the Swim Staff / Lifeguard role and reflect the basic expectations for staff working in aquatics. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

1. **Ability to remain alert for extended periods**, maintain constant visual scanning, and recognize distressed or struggling swimmers.
2. **Ability to perform water rescues**, including entering the water quickly, lifting or supporting swimmers, and executing trained emergency procedures.
3. **Ability to communicate clearly and calmly** with swimmers, coworkers, and supervisors; provide instruction; and respond appropriately during emergencies.
4. **Ability to observe, assess, and support swimmer behavior**, including identifying signs of fatigue, fear, or distress.
5. **Ability to monitor and maintain a safe aquatic environment**, enforce safety rules, and react quickly to hazards.
6. **Visual and auditory ability** to identify and respond to environmental hazards, equipment concerns, swimmer distress, and poolside activity.
7. **Physical ability** to lift or move equipment up to 25 pounds; stand, sit, or kneel for extended periods; swim proficiently; and move along wet and uneven surfaces.
8. **Ability to work outdoors** in varying weather conditions, including heat, humidity, sun exposure, and occasional rain.
9. **Ability to maintain emotional regulation and focus** in a fast-paced, high-energy environment while supervising children.