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FOR SOCIAL RESPONSIBILITY

BROOKS FAMILY YMCA

Job Title: **Senior Aquatics Director**
FLSA Status: F/T Exempt
Reports to: Branch Executive Director

Job Code: 626
Department: Aquatics
Revision Date: February 3, 2017

POSITION SUMMARY:

The Brooks Family YMCA, a branch of the Piedmont Family YMCA is seeking a motivated, enthusiastic leader to serve as Senior Aquatics Director, creating, implementing and supervising our aquatics activities and programs.

The YMCA is a nonprofit with the goal of strengthening the foundations of community. We do this by providing programs that help build a healthy mind, body and spirit for all, and our programs focus on our three focus areas: Healthy Living, Youth Development and Social Responsibility. The Y is committed to access, inclusion and engagement for all. At the Y we recognize, appreciate and value all dimensions of diversity and the ways that our communities are unique. We seek to engage and connect diverse populations in a welcoming environment focused on building bridges towards empathy and equity. As an employer, the Y is focused on recruiting energetic professionals, encouraging work-life balance, and providing opportunities for growth and development. Our employees embody our brand behaviors of honest, caring, respect and responsibility.

ESSENTIAL FUNCTIONS:

The Senior Aquatics Director will be responsible for staff development, program enhancement, and member engagement. The Director will oversee our swim lesson program, supervise and schedule lifeguards, manage our water exercise schedule and instructors, and ensure the cleanliness and safety of our pool.

YMCA COMPETENCIES (Team Leader):

Mission Advancement: Models and teaches the Ys values. Ensures a high level of service with a commitment to changing lives. Provides volunteers with orientation, training, development, and recognition. Cultivates relationships to support fund-raising.

Collaboration: Champions inclusion activities, strategies, and initiatives. Builds relationships to create small communities. Empathetically listens and communicates for understanding when negotiating and dealing with conflict. Effectively tailors communications to the appropriate audience. Provides staff with feedback, coaching, guidance and support.

Operational Effectiveness: Provides others with frameworks for making decisions. Conducts prototypes to support the launching of programs and activities. Develops plans and manages best practices through engagement of team. Effectively creates and manages budgets. Holds staff accountable for high-quality results using a formal process to measure progress.

Personal Growth: Shares new insights. Facilitates change; models adaptability and an awareness of the impact of change. Utilizes non-threatening methods to address sensitive issues and inappropriate behavior or performance. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

Candidates must have at least four years of aquatics management experience, strong interpersonal and organizational skills, and demonstrate the ability to successfully create and run programs, and build relationships with members and staff. Attention to detail and leadership skills are essential in this role. A Bachelor's degree is preferred, and applicants must be flexible and able to work some evenings, weekends and holidays.

CERTIFICATIONS:

Applicants must also have current CPR-Pro, AED, First Aid, O2, and YMCA/Red Cross/Ellis lifeguard certifications. YMCA Swim Lesson Instructor certification and experience are preferred. Trainer-level and water fitness certifications are desired, but not required.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____