

**Position: Lead Hydrotherapy Specialist**

**Status: Non-exempt, 20 hours per week**

**Salary: \$28.00 per hour**

**Reports to: Director of Fitness**

**About YWCA Central Carolinas:**

YWCA Central Carolinas is a nonprofit on a mission to eliminate racism, empower women and promote peace, justice, freedom and dignity for all. We achieve this through a variety of programs, including transitional housing for women and families facing homelessness, youth literacy programs for children from low-income households, racial justice and advocacy initiatives that educate and mobilize our community, and a co-ed fitness center that empowers our neighbors and serves as a portal into our mission.

**Position Objectives:**

The Hydrotherapy Specialist contributes to the success and elevation of the aquatics therapy program at YWCA Central Carolinas. Under the supervision of the Director of Fitness, this position will coordinate enrollment in the program, provide administrative oversight and provide therapy-based services for the aquatic therapy program as an alternative to land-based physical therapy. From injury recovery to athletic training, aquatic wellness pools can improve strength, flexibility, mobility, gait and endurance in a relaxing setting.

**Duties and Responsibilities:**

**Maintains High Work Standards**

- Sets and maintains high performance standards.
- Pays close attention to detail, accuracy and completeness.
- Shows concern for all aspects of the job and follows up on work outputs.
- Demonstrates knowledge and skills for general aspects of the job.
- Adheres to organizational policies and procedures, including consistent attendance and punctuality.
- Completes work in a timely and consistent manner.

**Delivers High Quality Hydrotherapy Services**

- Assesses clients' needs through observation, medical records, tests and discussions with other healthcare workers and participants.
- Develops and implements treatment plans that meet clients' goals and interests.
- Engages clients in therapeutic activities, such as exercise, testing and assisted in-water movement.
- Help clients learn physical motor and mechanical skills needed to become or remain independent.
- Helps clients to reduce stress and improve flexibility, balance, coordination and strength through proven hydrotherapy treatments.
- Documents and analyzes a client's progress to ensure that their goals are met and to modify treatment as needed.
- Applies broad concepts appropriately and consistently to varied situations for individual treatment plans, assessing a client's condition, recommending appropriate therapy and working with medical and physical therapists in the process.
- Maintains files including assessments, progress notes, goal plans, communications and correspondence.
- Adheres to the strictest professional confidentiality and ethical standards.
- Other duties may be assigned by the supervisor as needed.

**Delivers Excellent Customer Service**

- Acts courteously, compassionately and responsively to all youth, families and members; meeting customer expectations with timely responses to questions and concerns.
- Anticipates customer needs and responds appropriately.

**Ensures Safety of Members and Property**

- Ensures the safety of individuals at all times.

- Enforces pool safety standards and facility operational rules for all individuals using the facilities.
- Understands emergency and evacuation protocol to ensure safety and security of building.
- Responds rapidly to all emergencies in the pool area. Knows and can implement incident protocols and reports if an accident should occur.
- Maintains current certifications.

**Education and Experience:**

Bachelor's Degree from an accredited four-year college or university in the Kinesiology field such as Exercise and Sports Science, Athletic Training, Sport and Exercise or other applicable degree. One to two years of related experience and training or equivalent combination of education and experience. Aquatic Therapy and Rehabilitation Certification (ATRIC) or other applicable hydrotherapy certification required. Must have and maintain a current certification in Water Safety Instruction (WSI), Basic Swim Instructor (BSI) or FINA certification and Child and Adult CPR/First Aid/AED certification from the American Red Cross or similar certification from a credentialed organization. Lifeguard certification accepted in lieu of swim instruction and CPR certification.

Prefers experience with innovative therapy techniques for senior citizens and children. Part of a team but must be able to work independently. Excellent communication skills both oral and written with the ability to communicate effectively with both clients and their families. Great customer service, organizational skills, attention to detail and ability to work well with others. Ability to read, analyze and enforce safety rules, operating and maintenance instructions and procedure manuals. Role will require the individual to manage multiple tasks and deadlines.

**Benefits:**

Dental Insurance

Vision Insurance

Life Insurance

Short-term Disability Insurance

9 Paid Holidays and 2 Floater Holidays

403(b) Retirement

YWCA Retirement Fund (7% contribution made on your behalf after 2 years of employment)

Employee Assistance Program

Free YWCA Fitness Center Employee Membership (discounted family membership available)

**Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform their job.

While performing the duties of this job, the employee is regularly required to talk or hear. The noise level in the work environment is usually moderate. The employee is frequently required to stand, walk, sit and use hands. The employee is occasionally required to reach with hands and arms and stoop, kneel, crouch or crawl. The employee is regularly required to get in water to better assist the client in the therapy session. The employee must occasionally lift and/or move up to 40 pounds. Specific vision abilities required by this job include close and distant vision.

This job description may not be all inclusive and employees are expected to perform all other duties as assigned and directed by their supervisor, director or leadership. Required certifications for the position may have stricter physical requirements and when those conflict with the job description, YWCA will follow the requirements in the certification. Job descriptions are reviewed as needed and may be modified and updated. Revised job descriptions will be provided to employees.

**Other Information:**

Employment with YWCA Central Carolinas is contingent on successfully passing all of our pre-employment screenings, including but not limited to: a drug screening, reference checks, proof of certification (if applicable)



and a background check. If applicable to the position, YWCA Central Carolinas employment may be contingent on a candidate meeting driver approval criterion as determined by Motor Vehicle Record background check.

YWCA fully subscribes to the principles of equal employment opportunity and is committed to complying with all regulations under the Equal Employment Opportunity Commission (EEOC). YWCA's equal opportunity employment policy reflects our commitment to equality and to promote diversity in the workplace. We designed this policy to ensure fairness in all aspects of employment.

YWCA prohibits unlawful discrimination against applicants, employees, contractors, interns and volunteers on the basis of race, color, religion, creed, national origin or ancestry, age, sex (including pregnancy, gender identity and sexual orientation), physical or mental disability, veteran or military status, genetic information, marital status, reprisal or retaliation for prior civil rights activity or any other legally recognized protected basis under federal, state or local law. All employment decisions are based on qualifications and capabilities to perform the essential functions of the job.

To apply, please go to our web site: <https://ywcacentralcarolinas.org/work-with-us/>