

About YWCA Central Carolinas

YWCA Central Carolinas is on a mission to eliminate racism, empower women and promote peace, justice, freedom and dignity for all. Since 1902, YWCA has evolved to meet the needs of the surrounding community. Today, our programs include transitional housing, youth literacy programs, racial justice and advocacy work and a co-ed fitness center.

YWCA's co-ed gym offers group exercise classes, an indoor heated pool and cardio and fitness spaces for individuals of all fitness levels to focus on their goals. The fitness center serves as a portal into our mission and programs. During our 2025 fiscal year, our fitness center served over 2,500 members of the Charlotte community.

Position Objectives

This position will be responsible for ensuring the safety of all patrons utilizing our pool facility and enforcing the YWCA pool rules and regulations.

Duties and Responsibilities

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.
- Resolves simple issues with youth, families and members and refer more challenging issues to the Director of Fitness.
- Possesses excellent communication skills and be able to communicate effectively with both groups and individuals.

Ensures Safety of Members and Property

- Ensures the safety of swimmers at all times.
- Enforces pool safety standards and facility operational rules for all individuals using the facilities.
- Understands emergency and evacuation protocol to ensure the 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.

Supports Pool Maintenance

- Performs pool chemical or temperature checks as directed and logs results accurately.
- Timely monitors and reports on mechanical, chemical or weather issues that may impact the pool.
- Maintains pool and pool deck cleanliness. Keeps pool area neat and orderly and replaces any equipment used during swim practice.

Education and Experience

Must have and maintain the following certifications: Current Lifeguard Certification, CPR for the Professional Rescuer, AED and First Aid. Must be a strong swimmer with ability to (1) swim 300 yards without stopping, (2) remove ten-pound weight from 9-foot depth and demonstrate mature and responsible demeanor. One year lifeguarding experience is preferred.

Benefits

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

Physical Requirements

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

Position: Lifeguard

Status: Non-exempt, Part-time under 20 hours/week

Salary: \$13.20/hour (\$13.95/hour for AM hours)

Reports to: Director of Fitness

While performing the duties of this job, the individual will frequently use close and distant vision required for monitoring and maintaining safety of the pool area. Must be able to scan pool area continuously for sustained periods of time. Must be able to hear noises and distress signals in an aquatic environment. Position requires sitting for extended periods, including in an elevated chair and moving to various locations, including in and around an elevated chair. Must communicate clearly, including projecting voice across distances. Must be emotionally fit to work in an environment with youth and members on a daily basis and not be on any medication that would affect the ability to maintain safety while working. Must meet and maintain physical condition requirements required by certification including, but not limited to: treading water, continuous swim and combined skill competencies. This position requires the ability to write, read, use a tablet and/or computer, stand, climb, stoop, kneel, crouch, bend, walk, jump, run, reach with hands, arms and legs. Works in an indoor pool area where individuals are required to work with pool chemicals and in an irritating environment.

Required to ensure the safety and well-being of individuals by acting decisively and compassionately in high-pressure situations, including, but not limited to: aquatics and land rescues, the fire alarm being sounded, inclement weather, building evacuations, shelter in place and other emergencies. Must be able to perform all physical requirements for rescues and perform emergency CPR, AED and First Aid.

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 federal, state and local law. Recruiting and employment decisions are based on qualifications and capabilities to perform the essential functions of the job.

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