



Job Posting

Supervisor, Aquatics

Brockville YMCA

Brockville, Ontario

Employment Category: Full Time, Permanent

Hours: Flexible work schedule, occasional weekends and evenings

Compensation: \$40,000 - \$45,000 annually

Benefits and Perks: We offer an array of total rewards to recognize loyalty, longevity, and passion for the work we do, including:

- Paid vacation entitlements that increase with seniority
- Group health and benefits plan
- Generous pension plan with employer matching
- Free YMCA Health & Fitness Membership
- Professional development opportunities
- Employee and Family Assistance Program

Closing Date: May 19, 2023

Our Mission:

The YMCA in Canada is dedicated to the growth of all persons in spirit, mind and body, and to their sense of responsibility to each other and to the global community.

Our Vision:

Our values are caring, honesty, respect, responsibility, and inclusiveness. These are central to our mission, guiding our behaviours, attitudes, and actions.

Nature & Scope:

Reporting to the Director, Regional Operations and Programs, the Supervisor, Aquatics is responsible for the implementation and ongoing management of the YMCA of Eastern Ontario's Aquatics programs and operations at the Brockville Branch and any affiliated sites. The Supervisor is responsible for the delivery of quality, values-based programs and for providing leadership, coaching and modelling to staff and volunteers to ensure a positive experience for YMCA members and guests. The Supervisor will engage regularly with the Supervisor, Aquatics at the Kingston Branch to ensure consistency across programming and other activities.

Responsibilities:

The successful candidate will:

- Oversee all aquatics operations for the Branch and any affiliated sites.
- Develop, schedule and oversee delivery of Aquatics programs such as the YMCA National Swim Program and the Lifesaving Society's Bronze Family.
- Recruit, train, schedule and mentor staff and volunteer team members to ensure excellence in service delivery.
- Serve as a role model for YMCA of Eastern Ontario values, standards and policies & procedures.
- Develop program and class schedules; manage rental requests and aquatics events.



- Provide full support to aquatic programs, including providing coverage and delivering programs.
- Adhere to health and safety guidelines and regulations.
- Monitor team members' performance, ensuring adherence to training and standards. Conduct performance reviews as required and provide additional supports or training to staff as required.
- Provide comprehensive, progressive training for staff and volunteers on an ongoing basis.
- Review, manage and approve bi-weekly payroll; flag variances in budget to Director.
- Support and contribute to the Association's strategic planning process and implementation.

Qualifications:

- Criminal Reference Check (CPIC) including Vulnerable Sector Check completed not more than 120 days prior to interview, with results acceptable to the YMCA of Eastern Ontario
- University degree, college diploma or equivalent
- Current Lifesaving and/or YMCA Instructors certification
- Current National Lifeguard certification
- Current Standard First Aid & CPR-C
- Advanced Instructor and Examiner status
- Lifesaving Society First Aid Instructor & Examiner
- Experience training and supervising staff
- Computer based skills in Microsoft Windows and Office

Competencies:

- Safety
- Stress of multiple demands
- Leadership/Supervision
- Consequence of Error
- Interpersonal Skills
- Communication

All interested internal candidates should submit a cover letter and resume by the closing date to careers@eo.ymca.ca.

YMCA of Eastern Ontario
345 Park Street
Brockville, ON K6V 5Y7

We appreciate your interest in a career opportunity with the YMCA of Eastern Ontario. Please note that only those selected for an interview will be contacted. Candidates invited for an interview will be required to submit three (3) professional references.

The YMCA of Eastern Ontario is committed to an environment that is barrier free. If you require accommodation during the hiring process, please inform us in advance so that we can arrange reasonable and appropriate accommodation. The YMCA of Eastern Ontario values the diversity of people and communities and is committed to excellence and inclusion in our Association.

This position has been posted internally and externally.