

**YMCA JOB OPENING: DIRECTOR OF AQUATICS AND WELLNESS  
SANDPOINT, IDAHO  
FULL TIME WITH BENEFITS**

**OUR CULTURE:**

At the Y, you can channel your passion into a lifelong career helping to deliver positive change. Every day, our staff – of all ages and from all walks of life – work to bridge the gaps in community needs by nurturing the potential of youth and teens, improving our community’s health and well-being, and providing support to our neighbors, by serving others, building strong relationships, and incorporating our YMCA values into our everyday work.

**POSITION SUMMARY:**

This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living, and social responsibility. The Aquatics & Wellness Director develops and manages all aspects of the Aquatics and Wellness Departments for the branch, including staff and program supervision. The Aquatics and Wellness Director is accountable for leading a safe and welcoming environment as well as providing exemplary services to members and the community.

**ESSENTIAL FUNCTIONS:**

1. Collaborate with staff members and local organizations to plan, develop, schedule, and evaluate program activities meeting the needs of YMCA community and objectives, including swim classes, water fitness classes, swim team practices and meets, fitness classes, personal training sessions, and wellness orientations
2. Direct and coordinate the activities of Aquatic and Wellness staff and volunteers, including establishing work schedules, upholding work requirements such as keeping current staff certifications, and assisting with difficult or complicated duties
3. Recruit and hire staff members for Aquatics and Wellness, maintain training and development programs, reviews, and evaluates staff performance, and develop strategies to motivate and retain staff
4. Serve as a member of the branch leadership team, modeling excellent listening and communication skills with staff, YMCA departments, and community organizations to retain members and increase participation in fundraising
5. Observe and evaluate workers’ professional appearance, performance, and behavior to ensure quality service and compliance with YMCA standards
6. Monitors daily pool operations, pool chemical levels, and department areas to ensure adherence to all state, local, and YMCA health and safety regulations, and reports maintenance issues to the Facilities department in a timely manner
7. Train Aquatics and Wellness staff in proper operational procedures and functions, and explain YMCA policies
8. Assist in planning the annual budget, implementing, and marketing new and expanding programs, and managing approved budgets and program schedules

## **QUALIFICATIONS:**

- Bachelor's degree in recreation, aquatics, exercise science, physical education or related field is preferred but not required.
  - May be substituted for an associate degree with at least two years of related work experience
  - May be substituted for at least four years of related work experience
- At least three years of experience in aquatic and wellness programming and/or management.
- Current certifications in American Red Cross Lifeguarding, CPR/AED, First Aid, Administering Emergency Oxygen, and completes program-specific trainings upon hire
  - Must be willing to obtain Lifeguard Instructor and/or CPO/AFO certification within 90 days of hire.
- Excellent personal computer skills and experience with standard business software.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.

## **WORK ENVIRONMENT & 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 the essential functions.
- While performing the duties of this job, the employee is regularly required to sit, stand, and move around the facility and pool deck, assisting with emergency response as needed.
- The employee frequently is required to sit and use a computer for extended periods of time
- The employee must occasionally lift and/or move up to 50 pounds
- Specific vision abilities required by this job include close and distance vision, and the ability to adjust.
- The noise level in the work environment is usually moderate

## **DIVERSITY STATEMENT**

The YMCA of the Inland Northwest commits to being an inclusive organization for all. Driven by our mission and values of Caring, Honesty, Respect and Responsibility we actively work to close equity gaps for marginalized and underserved groups. We are inspired to elevate social justice issues facing our community, remove systemic barriers, welcome cultural diversity, and create equity for those in greatest need. Through collaboration with our diverse community partners together we work to effect meaningful change. In all things, we are dedicated to ensuring our Y is a safe, welcoming place for all people to be, belong, and become. The YMCA of the Inland Northwest provides Equal Employment Opportunities (EEO) to all employees and applicants.

**STARTING PAY:** \$40,000- \$43,000 annual, depending on experience

[https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=f2dce890-e45e-4e82-b2c9-b1121c1291c9&ccId=19000101\\_000001&type=MP&lang=en\\_US&jobId=438377](https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=f2dce890-e45e-4e82-b2c9-b1121c1291c9&ccId=19000101_000001&type=MP&lang=en_US&jobId=438377)

**WHAT YOU GET FROM WORKING AT THE YMCA:**

- Frequent opportunities to makes a difference in the lives of youth, adults, and senior members
- Family YMCA membership with program discounts available
- Paid sick time accruing at 1 hour every 40 hours worked
- Medical, Dental Insurance, Flexible Spending Accounts for Medical or Dependent Care, Long Term Disability, and Life Insurance. Medical Insurance starts at \$45/month for employee-only coverage.
- 9 paid holidays per year
- Paid vacation time accruing at 10.66 hours a month (starting at 16 days per year)
- Up to two hours of Child Watch services per day, per child while employee is on site and working
- Flexible schedules that work for YOU
- Something new and exciting to learn and work with every day
- Retirement plan with 8% employer contribution after 2 years of service (1,000 or more hours worked required in each anniversary year)

**The happiest and most fulfilled Y staff are motivated to help others and want to be a part of something larger than themselves. Join our team! Come be a part of a charitable, mission-driven organization that works for individual and community well-being for all, for a better us.**

**Apply today!**