



LIFEGUARD/SWIM INSTRUCTOR

Branksome Hall, a leading independent International Baccalaureate (IB) World School, offers remarkable Day Camps during the summer. Join our dynamic team, on a picturesque 13-acre campus in the heart of Toronto utilizing our state-of-the-art facilities. We provide high-quality, comprehensive programming for over 1,400 campers aged 4 to 14, spanning Arts, Sports, STEM, Swim and Leadership Camps. As part of our camp team, you make a difference by creating opportunities for fun, friendships, and skill development!

The Opportunity:

We're looking for responsible and enthusiastic Lifeguards & Swim Instructors to join our team!

Our Aquatics team will ensure the safety of all campers and staff in the pool and deck area. All Aquatic staff have a dual role as Lifeguards and Swim Instructors, to supervise recreational swim for all camp groups, and, to conduct lessons for our swim camps, following the Lifesaving Society curriculum. They will maintain open lines of communication, be vigilant in enforcing safety protocols in and around the water, and create a fun environment for all members of our community.

Candidates must be qualified as both Lifeguards and LSS Swim Instructors in order to switch between these roles throughout each camp day as scheduled.

Term Details:

Work Term: June 22 - August 21, 2026

Hours: 8-8.5 hours daily, from Monday-Friday

Shift Schedule: Aquatic Staff will work from 8:15-4:30 p.m. daily, with rotational assigned shifts for Before and/or After Care, starting at 7:45 a.m. or ending at 6:00 p.m.

Camp Closures: July 1st, 2026 and August 3rd, 2026

Mandatory Training Dates:

- June 6, June 13 & June 15, 2026
- Additional training may be required for Lifeguards/Swim Instructors

Key Accountabilities for Lifeguards include, but are not limited to:

- **Program & Camper Support:** Administer and accurately record weekly swim assessments, ensuring all swimmers adhere to assigned swim protocols. Support Swim Instructors in lesson execution as scheduled. Act as a positive and respectful role model, assisting camp groups with safe and respectful transitions between changerooms and the pool deck. Support Camp Staff in changerooms as needed.
- **Safety, Emergency Response & Compliance:** Ensure the safety of all swimmers by actively supervising the pool area and strictly enforcing all safety protocols and rules. Serve as the First Responder in emergencies, providing First Aid/CPR as needed in the pool and changeroom areas.
- **Facility Maintenance & Operations:** Monitor the designated areas and maintain cleanliness on the pool deck, in changerooms, and shower areas. Conduct daily chemical tests, facility inspections, and complete opening/closing checklists, promptly reporting any concerns to the supervisor. Perform routine maintenance and related work as required, ensuring equipment is properly stored, and assist with duties outside of the pool area as assigned.

Key Accountabilities for Swim Instructors include, but are not limited to:

- **Instruction & Program Delivery:** Provide instructional swimming lessons to various age groups following established curriculum and safety guidelines. Plan, organize, and implement effective lesson plans and evaluations for all assigned aquatic activities. Complete swim report card writing, attendance tracking, and recording level progression.
- **Camper Engagement & Safety Support:** Ensure all campers feel comfortable, safe, and included, serving as a positive role model for campers and peers. Effectively communicate with swimmers while consistently enforcing all

pool policies and procedures. Assist lifeguards as a First Responder in the event of an emergency, providing First Aid as needed.

- **Operational Support:** Communicate and coordinate effectively with non-swim camp staff to ensure smooth transitions of groups to and from the pool area. Assist in maintaining the cleanliness and safety of the pool deck and changeroom areas. Assist with other camp duties outside of the pool area as assigned.
- **Communication:** Effectively teach lesson plans through clear and age appropriate language, fostering effective communication between aquatics staff and campers. Maintain open lines of communication with colleagues and families, providing updates on camper progress as inquired.

Qualifications and Experience:

Current Standard First Aid & CPR 'C' with AED (issued from Lifesaving Society, Canadian Red Cross, St John's Ambulance, or Canadian Ski Patrol), **must be valid until the end of August 2026 camp season**

Must hold a current National Lifeguard (Pool) certification AND a current Swim/Lifesaving Instructors certification from the Lifesaving Society. Lifesaving Society Swim/Lifesaving Instructor Certification

Previous experience as a Lifeguard or Swim Instructor in a camp setting is an asset

Previous experience supervising or teaching children is an asset

Must possess sound knowledge of the rules and regulations governing safety in an indoor pool facility

Demonstrated ability to handle a variety of service situations in a busy aquatic facility

Candidates must have the ability to make decisions in an emergency situation

Ability to problem solve effectively, work independently and collaborate closely with a team

Ability to work as part of a team with a wide variety of ages and demographic groups

Working Conditions and Physical Requirements:

Required to move, lift, carry, pull and place objects weighing less than or equal to 40 pounds without assistance;

Stand, sit or walk for an extended period of time or for an entire shift;

Reach overhead and below the knees, including bending, twisting and pulling;

Move over sloping, uneven or slippery surfaces;

May require assisting campers who identify as same gender with changing clothes

Physical ability to lead, and participate with, children of varying ages in a wide variety of challenging activities in any environment including the aquatics pool

May require working Before Care (starting at 7:45 a.m.) or After Care (up until 6:00 p.m.) from week to week, as necessary

All successful candidates are required to complete an Enhanced Policy Information Check (EPIC)

Compensation & Benefits:

- Hourly pay rate ranges from \$19.00 to \$21.00, depending on experience
- Daily lunch, snacks and morning coffee/tea provided
- Use of campus fitness facilities
- An amazing summer with a supportive team, filled with fun opportunities of leadership development and growth

How to Apply:

If you thrive working in a team environment and want to have an awesome summer working with children, please [apply to join our team!](#)

Applications will be reviewed on an ongoing basis until all positions are filled. This job posting is for an existing vacancy. We thank all candidates for their interest, however, only those selected for an interview will be contacted.

Please be advised that a closed AI system may be employed in our recruitment process to enhance efficiency and the review of all candidates. While this technology helps us assess qualifications, our team actively reviews outcomes to identify and address any potential assumptions or biases throughout the process.

Branksome Hall is an equal opportunity employer and welcomes applications from all candidates who meet the minimum requirements for the position. Branksome Hall is strongly committed to diversity, equity and inclusion within its community and especially welcomes applications from racialized persons/persons of colour, Indigenous/Aboriginal People of North America, persons with (dis)abilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas, and champion diversity in its broadest sense. Accommodations are available upon request for candidates engaging in all parts of the recruitment and selection process at Branksome Hall.

To learn more about Branksome Hall and our Camps, please visit <http://branksomecamps.ca/> and <https://www.branksome.on.ca/>.