

EMPLOYMENT OPPORTUNITY – CORPORATION OF THE TOWN OF HANOVER POSTING #2026-10 LIFEGUARD IN TRAINING

The Town of Hanover is recruiting enthusiastic and dedicated Lifeguards in Training who are eager to develop their aquatic leadership skills and support safe, positive experiences for visitors to our pool. This role is ideal for individuals beginning their lifeguarding journey, who are ready to learn, grow, and contribute to a supportive recreation environment.

Roles are anticipated to begin in Fall 2026.

Position Summary

Lifeguards in Training (LITs) are responsible for assisting Instructor Lifeguards with swim lesson and guarding responsibilities. They assist with admissions at the customer service desk, and uphold a high standard of service, care and safety.

Please refer to the enclosed position description for further details around the role, responsibilities, and functions.

Shifts will include mornings, daytime, evenings, weekdays, weekends, and occasional holidays to support pool programming.

Positions are part-time and fixed-term in nature. This posting will fill upcoming seasonal vacancies.

Qualifications

- Current Bronze Cross or National Lifeguard Certification required
- Current Standard First Aid with CPR-C and AED Certification required
- Current Lifesaving Assistant Swim Instructor qualification required
- Current Lifesaving Swim Instructor qualification is an asset
- Excellent customer service, verbal and written communications skills
- Ability to work well with others and contribute to a positive workplace dynamic
- Ability to perform physical tasks and demonstrate skills to required aquatic standards
- Strong swimming skills and knowledge of water safety practices
- Keen observation skills with a commitment to high standards of safety and service
- Must be able and willing and able to work days, evenings, weekends and some holidays
- Effective time management and organizational skills with ability to problem solve and adapt in a dynamic environment
- Previous similar experience is an asset
- Criminal Record, Judicial Matters and/or Vulnerable Sector Check satisfactory to Town of Hanover

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POSTING #2026-10 LIFEGUARD IN TRAINING**

Compensation

Anticipated hourly wage range is \$17.60 to \$19.66. Progression within this range is provided in accordance with municipal policies.

Application Instructions

Qualified applicants are invited to submit a cover letter and resume quoting Posting #2026-10 by email, mail, or in person by 4:00pm on Monday, April 20, 2026 to:

**Town of Hanover
341 10th Street, Hanover ON N4N 1P5
t 519.364.2780 | f 519.364.6456
hr@hanover.ca**

The Town of Hanover is an equal opportunity employer that values diversity and inclusion. Accommodations are available throughout the recruitment process. Applicants must self-identify and make their accessibility needs known in advance. We thank all applicants for their interest; however, only those individuals selected for an interview will be contacted. Information is collected solely for the purpose of job selection under the provisions of the Municipal Freedom of Information and Protection of Privacy Act.

Job Description

Prepared: October 2018

Reviewed: February 2026

Reviewed By: Director, Parks, Recreation and Culture

Position Title:	Lifeguard in Training
Department:	Parks, Recreation & Culture
Reports To:	Aquatic Supervisor Aquatic Assistant Coordinator Head Guards Deck Supervisors
Supervises:	Directly: None Indirectly: None
Position Status:	Part-time
Location:	P & H Centre, 269 7 th Avenue
Pay Method:	Hourly
Normal Work Week:	Varies
Management Status:	Non-management; non-supervisory
Remote Work Eligibility:	Not eligible

Position Summary

The Lifeguard in Training is responsible for assisting Instructor Lifeguards with lessons and guarding responsibilities, assists with admissions at the customer service desk, and upholds a high standard of service, care, and safety.

Duties and Responsibilities

Operations

- a) Assists with swimming lessons in the water, water safety education and other instructional programs as scheduled.
- b) Observes swimmers to monitor safety and enforce rules and standards.
- c) Responds to emergency situations and takes corrective action.
- d) Places emergency equipment on deck, sets up equipment for lessons, installs lane ropes, starting blocks, moves diving board into place.

- e) Assists with scheduled maintenance tasks.
- f) Reports any damages to pool area/equipment.
- g) Educates staff and patrons concerning pool and/or equipment rules, regulations, policies and procedures and takes corrective action when necessary.
- h) Assists with the implementation of special events/programs at pool.
- i) Records program attendance, pool tests and admission policy standards.

Health & Safety

- a) Conducts all functions and responsibilities in accordance with Occupational Health & Safety Act (OHSA) requirements as they apply to employees. Implements and abides by all legislative provisions and municipal policies, procedures and guidelines to promote a safe and compliant work environment.

Other

- a) Performs all other duties and responsibilities as assigned.

Education, Skills and Experience

Education/Training/Certifications/Licences:

- Current Bronze Cross or National Lifeguard Certification required
- Current Standard First Aid with CPR-C and AED Certification required
- Current Lifesaving Assistant Swim Instructor qualification required
- Current Lifesaving Swim Instructor qualification is an asset
- Criminal Record, Judicial Matters and/or Vulnerable Sector Check satisfactory to Town of Hanover

Experience:

- Previous similar experience an asset

Skills and Abilities:

- Excellent customer service, verbal and written communications skills
- Ability to work well with others and contribute to a positive workplace dynamic.
- Ability to perform physical tasks and demonstrate skills to required aquatic standards
- Strong swimming skills and knowledge of water safety practices.
- Keen observation skills with a commitment to high standards of safety and service
- Must be able and willing and able to work days, evenings, weekends and some holidays
- Effective time management and organizational skills with ability to problem solve and adapt in a dynamic environment.

Physical Demands and Working Conditions

- Practices rescue techniques, emergency procedures and fitness activities to be ready to assist with emergencies.
- Must be able to perform Bronze Cross skills to standard, and/or National Lifeguard skills to standard according to current certifications held.
- Work is subject to daily equipment demands of installing lane ropes, moving diving board into place and placing equipment to/from deck.
- Works both in and out of the water and in warm, humid pool deck temperatures.
- May be required to direct unresolved customer complaints and concerns to Head Guard/Deck Supervisor/Supervisor.
- Must work various shifts including early mornings, daytime, evenings, weekends, and some holidays.
- Must attend mandatory training sessions.
- Alertness to scanning from bottom of pool and up for victim recognition/vigilance to ensure risk management
- High risk environment with possible critical stress incidents.
- Must be able to adjust guarding strategies for large pool attendance to ensure safety of patrons.
- May be required to address and direct unresolved customer complaints and concerns to Head Guard/Deck Supervisor/Supervisor.

Contacts

Internal:	Aquatic Supervisor Aquatic Assistant Coordinator Aquatic Staff Customer Service Clerks Parks and Facility Lead Hand and Operators Administration and Program Staff
External:	General Public
Public Relations:	First Point of Contact at Regional Aquatic Centre

Review

Department Head:		Date:
Human Resources:		Date:

Approval

CAO:		Date:
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