

**EMPLOYMENT OPPORTUNITY – CORPORATION OF THE TOWN OF HANOVER
POSTING #2026-13 LIFEGUARD (Daytime - Permanent, Part-Time)**

The Town of Hanover is recruiting a skilled and collaborative leader to join our aquatics team. Lifeguards provide exceptional pool supervision and engaging aquatic programming while promoting water safety, teaching essential skills, and fostering a safe and welcoming environment for our community.

Dependent up on qualifications and experience, the successful incumbent may hold various roles including:

- **Instructor Guard**
- **Head Guard**
- **Aquatic Fitness Instructor**

POSITION SUMMARY

This posting will fill an upcoming permanent, part-time position vacancy.

Shifts will include early mornings, daytime, evenings, weekdays, weekends, and occasional holidays to support pool programming, though hours of work will primarily occur in the daytime during the week (generally between 8am and 4pm).

Responsibilities include but are not limited to:

- Diligently observing and monitoring swimmers
- Instructing swimming lessons, aquatic fitness classes, and other aquatic programs such as Stroke Correction, Swim to Survive, etc.
- Assessing and reporting on the skill level of lesson participants
- Responding to emergencies, performing rescues and taking corrective action
- Educating on and enforcing safety rules, protocols, and regulations
- Planning, organizing and implementing lesson plans and aquatic programs
- Attending, participating in, and assisting with workshops, training, and staff meetings
- Creating a safe, supportive and enjoyable atmosphere for both staff and patrons

In addition to the above, those with the role of Head Guard may also:

- Open and close the pool in accordance with policies, procedures and Ministry of Health standards
- Provide leadership to aquatic staff during shifts, including assigning tasks and directing the staff deck rotation schedule
- Communicate effectively with staff to ensure all guiding requirements and patron-to-lifeguard ratios are met
- Ensure the accurate and timely completion of daily and monthly logs
- Respond to concerns and requests of patrons

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QUALIFICATIONS

- Current National Lifeguard – Pool Certification required
- Current Standard First Aid with CPR-C and AED Certification required
- Current Lifesaving Society Swim Instructor certification required
- Current advanced aquatic qualifications are an asset, such as:
 - Lifesaving Instructor
 - Bronze Examiner
 - National Lifeguard Instructor
 - National Lifeguard Examiner
 - Lifesaving Society Instructor Trainer
 - Aquatic Supervisor Training
 - First Aid with CPR Instructor
 - Aquafit, Water Art, C.A.L.A or similar
- Must be willing and able to work primarily during the daytime on weekdays, as well as occasional evenings, weekends, and some holidays
- Excellent customer service, verbal and written communication 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 thorough knowledge of water safety practices
- Keen observation skills with a commitment to high standards of safety and service
- Effective time management and organizational skills with ability to problem solve and adapt in a dynamic environment.
- Strong leadership skills with the ability to work effectively and professionally with both internal and external stakeholders, and ability to respond calmly and efficiently in emergency situations.
- Minimum 1 year of lifeguarding experience is an asset
- Vulnerable Sector Check satisfactory to Town of Hanover

COMPENSATION

Anticipated hourly wage range will depend on the position(s) held by the incumbent, according to applicable qualifications and experience. Progression within pay ranges is provided in accordance with municipal policies.

- Instructor Lifeguard \$19.81 to \$23.04 per hour
- Aquatic Fitness Instructor \$22.68 to \$26.37 per hour
- Head Guard \$26.70 to \$31.05 per hour

Incumbents will also have ability to join the OMERS pension plan.

Posting #2026-13
Issued: April 21, 2026
Internal & External



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APPLICATION INSTRUCTIONS

Qualified applicants are invited to submit a cover letter and resume quoting Posting #2026-13 by email, mail, or in person by 4:00pm on Tuesday, May 12, 2026 to:

**Town of Hanover
Human Resources
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. Artificial intelligence (AI) is not used to screen candidates. Information is collected solely for the purpose of job selection under the provisions of the Municipal Freedom of Information and Protection of Privacy Act.