

Job Description

Service:	Leisure, Health and Environment
Job title:	Open Water Lifeguard
Grade:	C
Hours of work:	Variable
Responsible to:	Aqua Park Supervisor
Responsible for	
Direct reports:	N/A
Indirect reports:	N/A
Budget:	N/A

Purpose of Post:

To support Leisure, Health and Environment's open water swimming and water-based activities by ensuring the safety, supervision and wellbeing of participants in open water environments.

The Open Water Lifeguard will work as part of a specialist lifeguard team to deliver safe, high-quality open water sessions, providing vigilant supervision, proactive risk management, and excellent customer service at all times. The role contributes directly to public safety, customer confidence and the overall quality of the Leisure, Health and Environment open water offer.

- **Key Deliverables:**

- Supervise and monitor participants in open water environments, ensuring safety at all times.
- Maintain constant awareness of water conditions, weather, visibility and environmental hazards.
- Implement site-specific Normal Operating Procedures (NOPs) and Emergency Action Plans (EAPs) for open water activities.
- Respond promptly and effectively to emergencies, including rescues, first aid, and incident management.
- Carry out water-based rescues using appropriate open water rescue techniques and equipment.
- Support the preparation, opening and closing of open water sessions, including safety checks and equipment set-up.
- Assist with participant briefings, safety guidance and site rules.
- Maintain accurate records of incidents, rescues and safety checks as required.
- Promote high standards of customer care, professionalism and positive engagement with the public.
- Work collaboratively with supervisors, instructors and other Leisure, Health and Environment colleagues to ensure safe delivery of activities.
- Ensure compliance with Health & Safety, risk assessments and relevant industry guidance.
- Carry out any other duties appropriate to the role and nature of open water operations.




	Essential (E) or Desirable (D)	Method of assessment
Knowledge and Qualifications		
Open Water Lifeguard qualification (e.g. RLSS Open Water Lifeguard or equivalent)*	Essential	Application form / Interview
First Aid at Work Certificate *	Essential	Application form / Interview
Five GCSEs at Grade C or above including Maths and English, or equivalent	Desirable	Application form / Interview
Knowledge of open water safety principles and environmental risks	Desirable	Interview
* If you don't hold these, we can provide training and support to obtain them.		
Experience		
Experience in a lifeguarding, outdoor, water-based or safety-focused role	Desirable	Interview
Experience working in an open water or outdoor activity environment	Desirable	Interview
Experience dealing with members of the public in a safety-critical setting	Desirable	Interview
Skills and Abilities		



Strong observation, vigilance and decision-making skills	Essential	Interview
Ability to remain calm and effective under pressure	Essential	Interview
Excellent communication and interpersonal skills	Essential	Interview
Strong customer service skills	Essential	Interview
Willingness to learn new skills and follow procedures	Desirable	Interview
Physical fitness appropriate to open water rescue activity	Essential	Interview / Assessment
Flexibility to work across sites and varying hours	Essential	Interview
<p>Decision Making and Impact on Others</p> <p>What impact the decisions made by the post holder would have on others across the Council</p>	<p>The postholder makes real-time decisions relating to participant safety, rescue interventions and emergency response.</p> <p>Decisions directly impact public safety, individual wellbeing and the reputation of One Leisure services.</p> <p>The role requires judgement, vigilance and strict adherence to procedures.</p>	
<p>Communication with Internal and External Customers</p>	<p>Regular direct contact with members of the public participating in open water activities.</p>	



<p>What customers the applicant would be in contact with in the job</p>	<p>Internal communication with supervisors, instructors and leisure colleagues to support safe session delivery.</p> <p>Internal customer contact: 20%</p> <p>External customer contact: 80%</p>
<p>Personal Attributes and Other Requirements</p> <p>In this section please list any other qualities you are looking for from the applicant</p> <p>(E) Essential</p> <p>(D) Desirable</p>	<p>Reliable, professional and safety-focused approach to work. (E)</p> <p>Able to work as part of a team and follow instruction closely. (E)</p> <p>Flexible and adaptable to changing weather and site conditions. (E)</p> <p>Willing and able to travel between sites as required. (D)</p>
<p>HDC values</p> 	<p>The values outlined below reflect our collective positive attitude and how all staff are expected to work together as one team.</p> <p>Inspiring: We have genuine pride and passion for public service; doing the best we can for customers.</p> <p>Collaborative: We achieve much more by working together, and this allows us to provide the best service for customers.</p> <p>Accountable: We take personal responsibility for our work and our decisions, and we deliver on our commitments to customers.</p> <p>Respectful: We respect people’s differences and are considerate to their needs.</p> <p>Enterprising: We use drive and energy to challenge the norm and adapt to changing circumstances. We are always ready for challenges and opportunities, and we embrace them.</p>



Safeguarding and promoting the welfare of children and young people/vulnerable adults

Huntingdonshire District Council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.

- Ability to safeguard and promote the welfare of children and young people/vulnerable adults
- Demonstrates understanding of safeguarding issues
- Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people/vulnerable adults whatever their life circumstances.
- Has a good understanding of the Safeguarding agenda
- Can demonstrate an ability to contribute towards a safe environment
- Is up-to-date with legislation and current events
- Can demonstrate how s/he has promoted 'best practice'
- Shows a personal commitment to safeguarding children