



VOLUNTEERS NEEDED

BECOME CERTIFIED TODAY

poolstaff@laclabichecounty.com



Lac La Biche County Recruitment Program

Are you looking for a rewarding career that allows you to work in a fun supportive environment while supporting your community?

We are currently seeking partial or non-certified individuals that are looking to obtain their aquatic certifications. We are interested in meeting and interviewing interested candidates that meet specific criteria (see additional information) and that have a genuine interest in joining our team at Portage Pool.

What does this process look like? Applicants will complete a **swimming skills assessment** and **in-person interview** to confirm suitability, availability (weekday/evening/weekend), and volunteer commitment. After, Lac La Biche County Aquatics will sponsor qualified candidates through the full Lifeguard and Swim Instructor certification path - including Bronze Medallion, Bronze Cross (With Standard First Aid & CPR-C), National Lifeguard, and Lifesaving Swim Instructor - **A \$1,000 value!**

Make a Splash with a Career in Aquatics!

- Enjoy **flexible hours** and a pathway to permanent employment at Lac La Biche County.
 - Start in a casual role and grow into a salaried position!
 - Work 12 hours per 2 weeks and receive a **FREE** Recreation All-Access Pass!
 - Enjoy **FREE** lane swimming while training to build your skills.
 - Paid training and recertifications included—advance your career as a Lifesaving Instructor and more!
-

What do I need?

You need to be **at least 15+ years of age with strong swimming ability by the end of the courses**. Lifeguards need to be proficient swimmers, meaning strong, confident, and physically fit – this doesn't mean that you need a perfect stroke or to know every swimming style.

The end goal for a National Lifeguard is to be able to:

- Swim 400m in 10 minutes or less.
- Swim 15m, surface dive, pick up a 20lbs object and swim straight up to the surface, then travel with the weight 5m with your head above water.
- Swim 50m head-up / head-down in 50 / 60 seconds.
- Rescue of a Drowning / Non-Swimmer.
- Rescue of a Submerged victim: a head up approach, carry victim to edge, removal, then immediately begin CPR for 2 min.
- Roll-over of a spinal injured victim and place on spine board for transportation.

For Bronze Medallion / Cross level requirements, please contact the pool.

Lifeguards need overall physical fitness to perform rescues and keep going; for example, in a rescue situation, a lifeguard needs to be able to quickly react, swim to the victim, carry or tow them to a pool edge, remove them, perform CPR until EMS arrives, and so on. Add to that the different body types you see in a pool, and you can imagine how fit a lifeguard must be! If you're not already that fit, be prepared to work on it throughout the Bronze Medal programs, by coming to lane swims outside of class time, possibly attending adult swimming lessons, etc.

Required Criteria:

During the sponsorship/certification period, candidates must make themselves available to attend the first available certification courses offered locally (BM, BC, NL/AEC, LSSI). Supplemental paid work with Lac La Biche County may be possible prior to becoming certified to work in Aquatics, depending on the candidates' other skills and experience.

Mandatory work availability after certification is complete:

- Must be regularly available during daytime/evening/weekends, during operational hours
 - Able to commit to at least 10 work hours per week, for a minimum of 12-18 months post certification.
 - Should this commitment not be fulfilled, repayment of course fees will be required
-

Upon successful completion of these courses' candidates will be considered for immediate employment with Lac La Biche Aquatics.

Interested candidates will need to apply through the formal job posting. The interview process will include an in-person interview, a water/fitness skills test and job shadowing.

Important Notes

Portage Pool will cover two attempts at each course; for example, if you pass Bronze Medallion but fail Bronze Cross, we will pay for another Bronze Cross class.

- **If you fail Bronze Cross again, you will be asked to pay for any further attempts to continue in the program.**
- **If after that you decide to drop out of the program, you will be asked to repay all the funds that were fronted for your training.**

If you resign your position prior to the completion of the return of service agreement, you will be asked to pay Lac La Biche County back for the remaining portion owed under the agreement:

- *For example, if Lac La Biche County paid a total of \$500 for your training and you leave after completing 2/3 of 300 hours, you will owe the County 1/3 of the cost, which is \$150.*

The 300 hours can be completed at your pace – for example, if you were to work an average of 8 hours per week, it would take approximately one year to work 300 hours. This could go faster the more you work, or slower if you work less frequently.