



## **Beach Lifeguard #03042**

City of Virginia Beach – Job Description

Date of Last Revision: 01-14-2021

**FLSA Status:** Non-Exempt

**Pay Plan:** Hourly

**Grade:** N/A

### **City of Virginia Beach Organizational Mission & Values**

The City of Virginia Beach exists to enhance the economic, educational, social and physical quality of the community and provide sustainable municipal services which are valued by its citizens. The City of Virginia Beach organization is based upon a belief in the democratic process of government. This belief provides meaningful ways for citizens, reflecting the diversity of our City, to contribute to the development of public policy. This process is enhanced by organizational values which guide member performance within the Virginia Beach Quality Service System. These Values define our desired organizational culture. We value quality customer service; teamwork; leadership and learning; integrity; commitment; and inclusion and diversity.

### **Class Summary**

The Beach Lifeguard will maintain safe beach areas in his or her assigned zone, exercising high quality proactive and reactive ocean rescue skills and customer service functions. The individual provides practiced ocean and beach surveillance and rescue operations to ensure safety and prevent accidents; mitigates and reports all patron, beach and ocean waters-related situations; provides first aid, CPR, and water rescue skills as needed. The Beach Lifeguard will answer citizens' questions and concerns, provide information as needed, and competently perform related duties as assigned and in accordance with the United States Lifesaving Service Association's (USLA) best practices.

### **Representative Work Functions and Responsibilities**

Exercise tact, fitness, and good judgment in responding to service requests; have thorough knowledge of the policies, procedures, and methods of proactive and reactive ocean safety, lifeguarding, and customer service; understands the City and Department structure, as well as policies and procedures as they pertain to the performance of the duties of the Beach Lifeguard; and has knowledge of the City's beach ordinances, laws, and regulations.

Has knowledge of, and skills in, USLA-approved water rescue methods and specific medical first aid techniques; be skilled in surf swimming, lifesaving, and medical aid; and have the ability to maintain control in stressful situations.

Develop and maintain effective communications and relationships with all departments and agencies involved in the activities of the job.

Have familiarity with the beach area assigned and understanding of the varying level of competency that beachgoers have with the ocean waters.

Have the ability to perform all duties necessary to promote the safety and welfare of the general public.

Have the ability to react quickly and calmly in dangerous and emergency situations.

Have the ability to use independent judgment and discretion as necessary in the performance of routine and non-routine activities.

Have knowledge of telecommunications and radio equipment operations.

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Perform other job duties requiring skills, knowledge and physical requirements as demanded by those duties described or less. Individual assignments will be determined by the supervisor based on then current workloads and department needs.

### **Performance Standards**

The Beach Lifeguard maintains control of beach rescue scenes; maintains high standards of accuracy in exercising duties and responsibilities; exercises immediate actions to identify, communicate, and correct any unsafe condition that occurs in their areas of responsibility, reporting and documenting such to their supervisor; maintains high quality communications and interfaces with all City departments and divisions, coworkers, and the general public; educates the public on City beach ordinances and safe beach and ocean practices; arrives at work at scheduled locations and times prescribed, ready to perform duties, and adheres to City and Department policies; maintains an enthusiastic, self-reliant, and self-starting approach to meet job responsibilities and accountabilities; accepts supervisory instruction and direction, strives to meet the goals and objectives of the same, and questions such instruction and direction when clarification of results or consequences are justified, i.e. poor communications, variance with City policy or procedures, etc.; contributes to maintaining high morale among all employees; develops and maintains cooperative and courteous relationships inter- and intra-departmentally, and with external entities with whom the position interacts; tactfully and effectively handles requests, suggestions, and complaints in order to establish and maintain good will; emphasizes the importance of maintaining a positive image and competence, and maintains physical conditioning equal to their minimum qualifications for hire.

### **Minimum Qualifications**

Minimum age of 16 at time of hire.

Current CPR certification meeting the standard of BLS Healthcare Provider.

Must successfully pass pre-employment endurance, USLA skills testing, and required hours of training. Must demonstrate an ability to swim 500 meters without equipment that enhances buoyancy or propulsion, over a measured course, in ten minutes or less.

Must possess adequate vision, hearing acuity, physical ability, and stamina to perform the duties of an open water lifeguard as documented by a medical doctor, or the doctor's designated physician's assistant or ARNP (advanced registered Nurse Practitioner).

Must possess a current medical aid certification.

Acceptable forms include:

- EMT
- American Safety and Health Institute -- Advanced First Aid
- American Red Cross -- First Aid for Public Safety Personnel
- American Red Cross -- Responding to Emergencies

### **Preferred Qualifications**

Experience in ocean lifeguarding.

Experience in EMS.

Virginia certified EMT.

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**Special Requirements**

Must be available to work evenings, weekends, holidays, and overtime when required to meet operational needs.

This position may require that incumbents wear and maintain appropriate personal protective equipment such as, but not limited to, steel toed shoes, hard hats, safety glasses, gloves, or other safety attire and equipment in designated areas of risk. Specific requirements will be determined and communicated by the employee's supervisor based on position assigned.

This is a safety sensitive position and is subject to mandatory drug testing. Positive drug test results may result in counseling and/or discipline, up to and including, termination.

**Knowledge-Skills-Abilities Required to Perform Satisfactorily**

A. Knowledge

1. Thorough knowledge of beach lifeguarding services
2. Thorough knowledge of laws, regulations, and ordinances pertaining to beach regulations
3. Thorough knowledge of ocean rescue techniques
4. Knowledge of local emergency medical response system
5. Knowledge of the City's beach and ocean topography and areas
6. General understanding of City and Department policies and procedures

B. Skills

1. Skill in performing duties required of a USLA certified lifeguard
2. Skill in the use of tools and adjuncts associated with ocean lifeguard/rescue responses
3. Skill in ocean swimming techniques and rescue techniques
4. Skilled in the accurate completion of written reports and forms
5. Skilled in working well with people in a variety of situations
6. Skilled in working with career and volunteer emergency personnel
7. Skilled in using independent judgment in making emergency rescue decisions
8. Skilled in CPR and first aid provision
9. Skilled in the accurate check-off and maintenance of assigned equipment

C. Abilities

1. Ability to work well with others, including during high stress events
2. Ability to establish and maintain cooperative relationships
3. Ability to work with and support emergency personnel in the accomplishment of their mission
4. Ability to work in stressful situations
5. Ability to follow oral and written orders
6. Ability to communicate effectively both orally and in writing
7. Ability to complete training drills
8. Ability to lift 50 or more pounds
9. Ability to work in extreme weather environments
10. Ability to effectively utilize the lifeguard, rescue, and medical equipment provided
11. Ability to perform the duties of a Beach Lifeguard
12. Ability to swim 500 meters (550 yards) in under 10 minutes

**Working Conditions**

The below stated working conditions are intended to provide a general overview of the environmental conditions inherent in the job setting, as well as the physical, mental, and sensory requirements necessary to perform the essential functions of positions in the noted job title. A more detailed

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description will be made available at the position (PCN) level.

*NOTE: Per HR Policy 6.19, Americans with Disabilities, the City follows the requirements of the Americans with Disabilities Act (ADA) in all hiring and employment decisions. The City shall not discriminate on the basis of disability in its hiring and employment practices. The City shall make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the City's business.*

**Physical Requirements:** *Physical refers to the requirement for physical exertion and coordination of limb and body movement.*

The greater part of this position requires field work which requires a moderate amount of running, swimming and must have the ability to frequently twist, turn, push, pull, bend, crawl, crouch, stoop, kneel and climb.

**Mental Requirements:** *Mental refers to the degree that the job involves cognitive activities, and use of mental processes.*

Performs technical tasks requiring a wide range of procedures and requiring intensive understanding of a restricted field or complete familiarity with the functions of a unit or small division of an operating agency; requires continuous, close attention for accurate results and/or frequent exposure to unusual pressure and stressful conditions.

**Environmental Conditions:** *Environmental refers to job conditions inherent to the job setting, including those that may lead to injury or health hazards even though precautions have been taken.*

The job may risk exposure to bright/dim light, dusts and pollen, all weather conditions including extreme heat and/or cold, wet or humid conditions, extreme noise levels, animals/wildlife, vibration, fumes and/or noxious odors, traffic, moving machinery, electrical shock, and heights.

**Sensory Requirements:** *Sensory refers to hearing, sight, touch, taste, and smell required by the job.*

The job requires normal visual acuity, field of vision, hearing, speaking, color perception, sense of smell, depth perception, and texture perception.

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