



## **Beach Lifeguard Supervisor #03044**

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 Supervisor will actively patrol the assigned beach areas and coordinate/oversee a team of lifeguards to ensure ocean and beach safety, high-quality proactive and reactive ocean rescue skills, preventative actions, and customer service functions. In addition to providing experienced ocean and beach surveillance, rescue, and EMS functions, the Beach Lifeguard Supervisor will work with the assigned captain to control resource allocations and coordinate activities in accordance with EMS plans and policy. The Supervisor will answer citizens' questions and concerns, provide patient care services according to protocol under general supervision, and competently perform related duties in accordance with United States Lifesaving Service Association's (USLA) best practices.

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

Exercises tact, fitness, and good judgment in performance of duties and has comprehensive knowledge of the policies, procedures, and methods of proactive and reactive ocean safety, lifeguarding, EMS, and customer service.

Monitors weather, surf, and ocean conditions within assigned area and makes adjustments to daily plan accordingly.

Coordinates the daily activities of and monitors, trains, and mentors a team of lifeguards.

Safely operates approved beach and ocean EMS vehicles and equipment and ensures their proper working condition.

Comprehends the City and Department structure and ensures adherence to policies and procedures; demonstrates comprehensive understanding of the City's beach ordinances, laws and regulations, and communicates the same to lifeguards and the general public.

Demonstrates comprehensive understanding of and skills in approved water rescue methods, ocean swimming, lifesaving, and EMS care.

Maintains control and assumes command under stressful situations.

Demonstrates ability to develop and maintain effective communications and relationships with all departments and agencies involved in the activities of the job.

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

Performs the duties necessary to promote the safety and welfare of the general public.

Reacts quickly and calmly in dangerous and emergency situations.

Uses independent judgment and discretion as necessary in the performance of routine and non-routine activities.

Accurate in telecommunications and EMS radio equipment operations.

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 their current workloads and department needs.

### **Performance Standards**

The Beach Lifeguard Supervisor maintains control of and takes command of beach rescue scenes; maintains high standards of subordinates' activities through training, exercises, mentoring, and evaluation; exercises immediate actions to identify, communicate, and correct any unsafe conditions that occurs in areas of responsibility, reporting and documenting such to the assigned EMS captain; fosters and maintains high quality communication and interfaces with all City departments and divisions, co-workers, and the general public; educates lifeguards and the public on City beach ordinances and safe beach and ocean practices; arrives at work at scheduled locations and times 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 management plans and effects direction to achieve the goals and objectives of same; contributes to maintaining high morale among all employees; tactfully and effectively handles requests, suggestions, and complaints in order to establish and maintain goodwill; demonstrates a positive image, competence, and regard to the general public and employees.

### **Minimum Qualifications**

Must have a current and valid driver's license.

Must have a High School diploma, or GED.

Three (3) summers with documented experience in ocean lifeguarding.

1,000 hours of documented ocean lifeguarding experience.

Current CPR certification meeting the standard of BLS Healthcare Provider.

Current Virginia EMT certification.

Completion of an EVOC program.

Completion of a Virginia approved boating education safety course.

Must successfully pass pre-employment endurance and USLA skills testing.

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This description is intended to indicate the kinds of tasks and levels of work difficulty that will be required of positions that will be given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of any supervisor to assign, direct, and control the work of employees under his or her supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.

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Demonstrates an ability to swim 500 meters, without equipment that enhances buoyancy or propulsion, over a measured course in ten minutes or less.

Possesses 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).

### **Preferred Qualifications**

Experience in EMS.

Released to general supervision as an ALS provider in TEMS.

Paramedic certification.

### **Special Requirements**

All employees may be expected to work hours in excess of their normally scheduled hours in response to short-term department needs and/or City-wide emergencies.

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.

Additional specific requirements will be determined and communicated by the employee's supervisor based on position assigned.

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

#### A. Knowledge

1. Comprehensive knowledge of beach lifeguard services
2. Comprehensive knowledge of laws, regulations, and ordinances pertaining to beach regulations
3. Comprehensive knowledge of ocean rescue techniques
4. Comprehensive knowledge of local EMS system
5. Comprehensive knowledge of the City's beach and ocean topography and areas
6. Knowledge of techniques used in classroom instruction and delivery of programs
7. Comprehensive knowledge of City and Department policies and procedures
8. Knowledge of effective supervisory and coaching models and techniques

#### B. Skills

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

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9. Skilled in performing duties of a Virginia certified EMT
10. Skilled in safely operating light duty emergency vehicles, ATVs, PWC, and trailers

### 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 design and effect training programs and 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 Supervisor
12. Ability to lead, coach, and train staff
13. Ability to swim 500 meters 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 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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