



**Title: Swim Instructor I**

Program: The Salvation Army Ray and Joan Kroc Corps Community Center Coeur d'Alene

Dept. Head: Aquatics Manager

Reports to: Aquatic Activities Coordinator

Status: Non-exempt

Salary: DOE

**The Salvation Army Mission Statement**

The Salvation Army, an international movement, is an evangelical part of the universal Christian Church. Its message is based on the Bible. Its ministry is motivated by the love of God. Its mission is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.

**Position Summary**

To assist with the instruction of students of all ages and ability levels in subject areas related to swimming, presenting subject matter by demonstrating proper technique, and teach assigned lower levels of curriculum.

**Duties and Responsibilities**

- Ability to assist in instructing with sound principles in the area of American Red Cross Water Safety Instructor.
- Ability to speak and communicate before both small and large groups of people with poise and enthusiasm, including but not limited to children, parents, coworkers, and staff.
- Critique and give feedback to participants regarding their performance level.
- Provide a safe, fun and enjoyable learning environment for all participants.
- Maintain open communication with direct supervisor in regards to scheduling and coaching.
- Maintain a professional demeanor and attitude with students of all ages, patrons, customers, staff and upper management.
- Be on time and prepared to teach your class.
- Help facilitate equality and fairness among all participants.
- Ensure that any class changes or modifications are communicated to all class participants in an efficient manner.
- Adhere to all Protecting the Mission policies and procedures as established by The Salvation Army.
- Knowledge of safety precautions needed and ability to ensure compliance by all class members.
- Maintain a safe working environment; report all harmful problems with facilities to proper supervisor.
- Follow and adhere to all of The Salvation Army Policies and Procedures.
- Perform other duties as assigned.

**General Qualifications and Proficiencies**

- Must be at least 16 years old.
- 0-1 years of experience.
- Must be able to read, write and communicate in English.
- Must have ability to work and relate well with people.
- Meet all health and safety regulations as defined by the Health Department as well as The Salvation Army.
- Have a philosophy of education that is consistent with that of the Kroc Center and The Salvation Army.
- Have the ability to work with children, adults and other staff in a capacity of leadership, counseling and education including but not limited to:
  - Ability to relate joyfully and sensitively to students of all ages.
  - Sensitivity to the individual needs of students.
  - Ability to use appropriate positive discipline consistently.
  - Dependability.
  - Ability to handle security and crisis situations calmly.
  - Ability to seek supervision and use it consistently.
- Maintain a professional attitude and approach to problem solving.

**Physical Requirements**

- Ability to swim 300 yards continuously using 200 yards of freestyle and 100 yards of breaststroke.
- Ability to sit, walk, stand, bend, squat, climb, kneel, and twist on an intermittent or continuous basis.
- Ability to grasp, push, pull objects and reach overhead
- Ability to lift and carry 40 lbs.

Qualified individuals must be able to perform the essential duties of the position with or without accommodation. A qualified person with a disability may request a modification or adjustment to the job or work environment in order to meet the physical requirements of the position. The Salvation Army will attempt to satisfy requests as long as the accommodation needed is reasonable and no undue hardship would result.

**Special Comments**

I understand that as an employee I represent The Salvation Army and agree to respect and work within its Christian tenets.

I understand that I will be covered by Workman’s Compensation Insurance while on the job and agree to cooperate in properly reporting all work-related injuries or accidents to my supervisor immediately.

I further understand that The Salvation Army does not participate in unemployment compensation insurance, and I will not accrue unemployment benefits while working for The Salvation Army.

**By signing this document, I agree that I am able and willing to perform this job as described.**

\_\_\_\_\_  
Employee’s Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor’s Signature

\_\_\_\_\_  
Date