

JOB DESCRIPTION

JOB TITLE: Beach Lifeguard
Pool Lifeguard

RESPONSIBLE TO: Operations Manager

CONDITION: 42 hr / week

SUMMARY

The Department of the Environment, Sustainability, Climate Change and Heritage (DESCC) undertakes the responsibilities of Gibraltar's beaches, the GSLA bathing Pavilion and several pools including Europa Pool.

Lifeguards must comply with the monthly roster and provide a professional lifeguard service throughout their employment. Additionally, maintain the minimum standards by attending mandated bi-weekly training and daily training as directed by management.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Lifeguards are responsible to the Lifeguard Line Manager, through the Beach Supervisors, and ultimately to the Operations Manager. Additionally, it includes the following:

1. Work on a shift rotation which includes weekends, public holidays and National Day. Reporting for work 10 min before opening time, wearing the lifeguard uniform and carrying the necessary equipment.
2. Undertake lifeguarding duties in a professional manner and comply with the beach and bathing facility Normal Operating Procedures (NOP's). Be able to assimilate and react quickly to instructions and changes to NOPs in the interest of public safety.
3. Be acquainted and understand the Emergency Action Plans (EAP's) of each beach and bathing facility. Initiate and implement the EAP as and when necessary.
4. Stay alert, attentive and focused, and maintain an active posture. Carry out effective preventive actions to prevent drowning. Implement an effective surveillance and scanning process.
5. Recognise and respond to victims. Be prepared to react and respond, quickly and efficiently, during an emergency or a sea or pool rescue, following the correct procedures and using the appropriate equipment, in an urgent manner.
6. Comply with specific lifeguard policies and procedures diligently, including HMGoG Sea Shore Rules, Seaside Pleasure Boat Rules and Pool Facility Rules. Advise the general public of these rules as and when necessary.
7. Provide appropriate care for victims after a rescue or during an emergency medical reaction, including:
 - a. Respiratory emergency.
 - b. Cardiac emergency.

- c. Sudden illness.
 - d. Suspected head, neck or spinal injuries.
 - e. General injuries.
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- 8. Follow management, Beach Supervisors and Head Lifeguards instructions diligently.
 - 9. Maintain the lifeguard post and areas of responsibility in a tidy and clean state. Carry out cleaning tasks, and other tasks as directed by the Beach Supervisor that are reasonable.
 - 10. Attend mandated training in order to maintain the standards. Carry out, 'on-the- day daily training', if required and as directed by management.
 - 11. Report all occurrences which may adversely affect the standing of the department, breaches of department policy, accidents and situations with positive outcome but which potentially could have resulted in injuries, including involving yourself, other lifeguards, beach attendants, supporting employees or members of the general public.
 - 12. Report immediately any court summonses, arrests, or prosecutions which you receive, or which may affect your lifeguard status.

REQUIREMENTS:

- 1. Be medically fit and able to carry out lifeguard duties. A medical certificate may be required at management discretion.
- 2. Be mentally, physically and emotionally prepared at all times to do the lifeguard role.
- 3. Meet the minimum lifeguard standards and attend the selection weekends as and when directed by management.
- 4. Be in possession of an in-date RLSS or Surf Life Saving (SLS) lifeguard qualification.
- 5. Attend the Return to Work Competency module, induction module, and on-site training modules.
- 6. Be prepared to work over 42 hours per week as specified in the monthly roster.
- 7. Knowledge of the spoken and written English and spoken Spanish desirable.
- 8. Previous lifeguard experience is desirable but not essential as this will be part of the operations pre-requisite before performing lifeguard duties.

PERSON SPECIFICATION – LIFEGUARD

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<p>Must be in possession of an RLSS or Surf Life Saving in-date lifeguard qualification.</p> <p>Be prepared to undergo role-based training, including but not limited to rescue boat training for beach lifeguards and evacuation training for pool lifeguards.</p>	<p>Three GCSE (or GCE 'O' level) passes.</p> <p>Safeguarding Level 1 or be prepared to undertake this training whilst on appointment.</p>
Experience		<p>Experience in lifeguarding.</p> <p>Experience in customer care and dealing with the general public.</p>
Knowledge	<p>Must successfully complete and pass the Return to Work module.</p> <p>Able to write reports, including incident reports accurately.</p> <p>Beach lifeguards must have a good understanding of the beach environment and hazards.</p> <p>Pool lifeguards must have a good understanding of the pool environment and hazards.</p>	
Key Skills	<p>Good communication skills and team player and maintain a high level of fitness.</p> <p>Able to work under pressure and in difficult situations.</p> <p>Able to assimilate and disseminate instructions and liaise with other agencies including the EPRU, GAS and RGP.</p>	
Other Requirements	As reasonably directed by the Management, Beach Supervisor or Head Lifeguard.	

JOB DESCRIPTION

JOB TITLE: BEACH ATTENDANT

RESPONSIBLE TO: OPERATIONS MANAGER

CONDITION: 42 HR WEEK

SUMMARY

The Department of the Environment, Sustainability, Climate Change and Heritage (DESCC) undertakes the responsibilities of Gibraltar's beaches, the GSLA bathing Pavilion and several pools including Europa Pool.

Beach Attendants must comply with the monthly roster and provide a professional service throughout their employment. Additionally, maintain the minimum standards by attending mandated training during the employment as directed by management.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Beach Attendants are responsible to the Lifeguard Line Manager, through the Beach Supervisors, and ultimately to the Operations Manager. Additionally, it includes the following:

1. Work on a shift rotation which includes weekends, public holidays and National Day. Reporting for work 10 min before opening time, wearing the lifeguard uniform and carrying the necessary equipment.
2. Undertake Beach Attendant duties in a professional manner and comply with the beach and bathing facility Normal Operating Procedures (NOP's). Be able to assimilate and react quickly to instructions and changes to NOPs in the interest of public safety.
3. Be acquainted and understand the Emergency Action Plans (EAP's) of each beach and bathing facility. Initiate and implement the EAP as and when necessary.
4. Prepare the equipment and stay alert, attentive and focused, and maintain an active posture. Carry out effective preventive actions to prevent injury.
5. Be prepared to assist people with a disability, an injury, or people with impaired visibility or hearing, following the correct procedures and using the appropriate equipment, in a professional manner.
6. Comply with policies and procedures diligently, including beach and pool facility rules. Advise the general public of these rules as and when necessary.
7. Follow management, Beach Supervisors and Head Lifeguards instructions diligently.

8. Assist the lifeguards in maintain the lifeguard post and areas of responsibility in a tidy and clean state. Carry out cleaning tasks, and other tasks as directed by the Beach Supervisor that are reasonable.
9. Attend a manual handling module and maintain the skills by attending mandated training as directed by management.
10. Report all occurrences which may adversely affect the standing of the department, breaches of department policy, accidents and situations with positive outcome but which potentially could have resulted in injuries, including involving yourself, other beach attendants, lifeguards, supporting employees or members of the general public.
11. Report immediately any court summonses, arrests, or prosecutions which you receive or which may affect your beach attendant status.

REQUIREMENTS:

1. Be medically fit and able to carry out beach attendant duties. A medical certificate may be required at management discretion.
2. Be mentally, physically and emotionally prepared at all times to do the beach attendant role.
3. Attend the manual handling module as and when directed by management.
4. Attend the Return to Work Competency manual handling module, induction module, and on-site training modules.
5. Be prepared to work over 42 hours per week as specified in the monthly roster.
6. Knowledge of the spoken and written English and spoken Spanish desirable.
7. Previous beach attendant experience is desirable but not essential as this will be part of the operations pre-requisite before performing beach attendant duties.

PERSON SPECIFICATION – BEACH ATTENDANT

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications		<p>Be prepared to undergo role-based training, including but not limited to the Manual Handling module.</p> <p>Safeguarding Level 1 or be prepared to undertake this training whilst on appointment.</p>
Experience		<p>Experience as Beach Attendant.</p> <p>Experience in customer care and dealing with the general public.</p>
Knowledge	<p>Must successfully complete the Manual Handling module.</p> <p>Able to write reports, including incident reports accurately.</p> <p>Must have a good understanding of the equipment.</p>	
Key Skills	<p>Good communication skills and team player.</p> <p>Able to work under pressure and in difficult situations.</p> <p>Able to assimilate and disseminate instructions and liaise with the lifeguards and other agencies including the EPRU, GAS and RGP.</p>	
Other Requirements	As reasonably directed by the Management, Beach Supervisor or Head Lifeguard.	