

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 minutes 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). Ability to assimilate and react quickly to instructions and changes to NOP's 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 and 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.
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 reasonable tasks as directed by the Beach Supervisor.
10. Attend mandated training in order to maintain professional standards. Carry out routine 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 undertake the lifeguard role.
3. Meet the minimum lifeguard standards and attend the selection sessions as and when directed by management.
4. Possess an in-date RLSS or Surf Life Saving (SLS) lifeguard qualification.
5. Attend and complete 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 spoken and written English language and spoken Spanish language is 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>Must successfully complete and pass the Return to Work module.</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>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.	