

Lifeguard/Swim Instructor

Posting #PRC2026-42

Oak Bay Parks, Recreation and Culture is seeking an enthusiastic individual who loves working in a fast paced environment for the Lifeguard/Swim Instructor position. Our Auxiliary staff enjoy a free Staff Pass when they work one shift per week, flexibility in hours to accommodate different lifestyles, a culture that cares about work-life balance, and 14% pay on top of their hourly wage in lieu of benefits. We foster a learning environment and provide you with on-the-job training. We acknowledge and respect that the District of Oak Bay lies in the traditional territory of the lək'wəḡən people, known today as the Songhees and Esquimalt Nations, and that their historic connections to these lands continue to this day.

RESPONSIBILITIES

- Supervise patrons, aquatic spaces, and surrounding areas to ensure safety.
- Maintain cleanliness, tidiness, and safe conditions throughout the facility.
- Conduct emergency procedures confidently and effectively.
- Provide first aid treatment and follow-up as required.
- Maintain awareness of all aquatic program areas and relevant information sources.
- Follow and enforce the rules and safety guidelines for aquatic areas, lessons, services as well as required Department and District expectations. all
- Maintain current certifications and attend required in-services and training.
- Provide courteous, inclusive, welcoming and respectful customer service to a wide range of users.
- Work collaboratively and respectfully within a team environment, and bring any issues to supervisors in a respectful, timely manner.
- Provide safe, effective instruction for all assigned swim levels.
- Utilize varied teaching methods and promote fun, creativity, and skill development.
- Continuously evaluate swimmers and complete evaluation cards/reports.
- Prepare the pool area for upcoming classes and ensure smooth transitions between sessions.

QUALIFICATIONS

- Current National Lifeguard Award (B.C.)
- Current Standard First Aid with CPR-C and AED
- Current B.C. Airway Management & Oxygen Administration Certification (AMOA)
- Current B.C. Swim Instructor Certification
- Provision of a current Police Information Check with Vulnerable Sector Screening (Note: This is the applicant's financial responsibility to obtain this).

HOURS OF WORK	Hours vary. Shifts run from 5:45-10:15pm <i>Work hours may vary based on operational requirements.</i>
LOCATION(S)	Oak Bay Recreation Centre
RATE	Lifeguard: \$27.05/hr (\$23.73 per hour plus \$3.32 per hour in lieu of benefits) – 2026 rates Instructor: \$28.28/hr-\$29.66/hr (\$24.81-\$26.02 per hour plus \$3.47-\$3.64 per hour in lieu of benefits) – 2026 rates
STATUS	Auxiliary (This is a union position)
BENEFITS	<ul style="list-style-type: none"> • 14% in lieu of benefits per hour. • Staff Membership to drop-in the weightroom, fitness classes, skating, and pool (applicable to employees with 1 or more set shifts per week)

Please submit applications by 4:30pm, Friday, June 5th, 2026 to:
Job Application Drop Box, Oak Bay Recreation Centre, 1975 Bee Street, Victoria, V8R 5E6 or
Email to: recreationjobs@oakbay.ca

Subject line in email should read: PRC2026-42 Lifeguard/Swim Instructor

Please note that only short-listed applicants will be contacted after the closing date of the posting