

Swim Instructor

Posting #PRC2026-80

Do you love having fun while working and making a difference in your community by teaching lifelong skills? We thought so! Oak Bay Parks, Recreation, and Culture are seeking qualified and dedicated Swim Instructors to teach our lessons. Under the direction of the Team Leader, Oak Bay Swim Instructors prepare and teach parent & tot, preschool, school aged Kids, and adult swim programs. Successful candidates with National Lifeguard certification will have the opportunity to lifeguard a variety of drop-in swimming sessions. 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 ləkʷəŋən people, known today as the Songhees and Esquimalt Nations, and that their historic connections to these lands continue to this day.

RESPONSIBILITIES

- Plan and teach various swimming lessons.
- Supervise of lesson participants to ensure safety and all lesson components are met.
- Continuously evaluate participants throughout lesson sets.
- Utilize a variety of teaching methods to incorporate fun and creativity into lessons.
- Complete lesson administration in a timely manner.

QUALIFICATIONS

- Current B.C. Swim Instructor Certification
- Current Standard First Aid certification, or equivalent.
- Current CPR C certification dated within one year.
- 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	Lessons run Sunday, Tuesday, Wednesday, Thursday, and Saturday. Preferred availability for weekday morning/afternoon. <i>Work hours may vary based on operational requirements.</i>
LOCATION(S)	Oak Bay Recreation Centre
RATE	\$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	• 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)

This posting will remain open until suitable applicant(s) are found. Please submit applications 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: PRC2026-80 Swim Instructor

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