Position: Lifeguard/Swim Instructor

Dates: June 14 - August 13, 2027

Minimum Qualifications

- Must be at least 16 years old by the start of employment
- Current lifeguarding certification by the start of employment
- Current CPR/First Aid certification by the start of employment
- Preferred: Current Water Safety Instructor (WSI) certification by the start of employment
- Desire and ability to work with children and adults in a busy camp setting
- Strong communication skills and ability to work collaboratively with peers
- Ability to accept supervision and feedback positively
- Good character, integrity, and adaptability
- Enthusiasm, patience, and self-control
- Reliable attendance and commitment to the full camp schedule (appointments should not interfere with work hours)
- Preferred: Experience supervising or working with children in a group setting

Reports to: Aquatics Director; Director of Summer and Auxiliary Programs

Note: CSW Summer is a cell phone-free work environment. Staff will not have access to their phone during working hours.

About the Role

Lifeguards/Swim Instructors play a vital role in creating a joyful, inclusive, and caring camp community at CSW Summer. They bring enthusiasm, patience, and a strong sense of responsibility to ensure a safe and welcoming environment for all campers and staff. The position involves supervising all pool activities, including instructional swim lessons for campers of varying experience levels as well as free swim periods, while maintaining safety standards and the cleanliness of the pool area.

Lifeguards/Swim Instructors collaborate closely with group Counselors and the Aquatics Director to foster meaningful relationships, create positive experiences, and ensure every camper enjoys a memorable and fulfilling summer at the pool.

Specific Responsibilities

- Arrive on time each day, dressed appropriately, and ready to supervise the outdoor pool
- Support the Aquatics Director with pool setup and Counselor training regarding pool responsibilities

- Maintain accurate records for all participants in the swim instruction program
- Fulfill lifeguarding and swim instructor duties as assigned by the Aquatics Director
- Monitor weather conditions and report to the Aquatics Director any potential inclement weather or hazardous conditions in or around the pool area
- Assist in closing and storing pool equipment at the end of the season
- Engage in regular reviews of lifesaving techniques and safety procedures
- Periodically assist with lunch and carline duties as assigned
- Model appropriate attitude, punctuality, and sportsmanship
- Communicate promptly with the Aquatics Director or Camp Director about safety or behavioral concerns
- Refrain from discussing non-camp topics (i.e. personal issues) during camp
- Respect confidentiality by refraining from sharing sensitive staff or camper information with others
- Attend staff meetings throughout the summer
- Lead by example, promoting inclusion and respect for differences among campers and staff
- Maintain a positive, professional, nurturing, and energetic attitude
- Communicate courteously with parents and guardians when appropriate
- Lead extended day activities on assigned days throughout the summer
- Support overall camp operations and complete all reasonable duties as requested by the Director, Aquatics Director, Health Staff, and other administrators
- Participate in all required pre-summer training and orientation sessions, including in-pool sessions
- Assist in the camp clean-up process until 6:00 pm on the final day of camp

Essential Functions

- Communicate clearly and effectively with campers and fellow staff
- Observe camper behavior, assess appropriateness, and apply behavior management techniques as needed
- Enforce safety rules and respond appropriately in emergencies
- Visual and auditory ability to identify and respond to environmental and other hazards related to activities
- Possess strength and endurance required to maintain constant supervision of campers

Work Environment Note: This position primarily takes place outdoors in varying weather conditions. Lifeguards/Swim Instructors should be comfortable working outside for extended periods.

About The Cambridge School of Weston

Founded in 1886, The Cambridge School of Weston (CSW) is a leader among America's progressive independent schools. Located just 12 miles from Boston, CSW is a day and boarding high school that challenges students to approach complex questions with creativity, curiosity, and courage.

Equal Opportunity Employer: CSW does not discriminate on the basis of race, color, religious creed, retaliation, national origin, ancestry, sexual orientation, gender, gender identity/expression, disability,

mental illness, genetics, choice of health insurance, marital status, age, veteran status, or any other basis prohibited under applicable law. We encourage candidates who will contribute to and enhance our diversity to apply.