

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Head Lifeguard / Swim Instructor

Department: Aquatics

Hourly Rate: \$22/hour

Full Time: 40 Hours/Week

Exempt: No/Hourly

Supervisor: Wellness Director

Posting Date: In-House

Opens: September 23, 2025

Closes: October 01, 2025 at 4:30 PM

Posting Date: Public

Opens: October 02, 2025

Closes: October 17, 2025 at 4:30PM



BENEFITS: EXCELLENT FAMILY INSURANCE

PAID HOLIDAYS: 17 full + 2-1/2 days

PERSONAL LEAVE: 24 hours renewed annually to use upon hire.

SICK: 8 hours accumulated monthly, limit 300 hours.

ANNUAL: 8 hours accumulated monthly, increases with years of service

Summary: A Head Lifeguard safeguards all patrons; rescues swimmers in distress and administers first aid and artificial respiration when necessary; gives swimming instruction in pool; maintains order and discipline in pool and surrounding area to prevent accidents in and out of the water; helps to maintain and keep area clean; makes hourly test of chlorine content, keeps records of hourly attendance and swimming lessons; enforces department rules; wears appropriate uniform and identification; supervises and maintains the schedule of the lifeguard/swim instructors; performs related duties as required. The Head lifeguard/swim instructor is also responsible for teaching swimming skills/techniques, stroke refinement, and diving safety techniques.

Essential Duties and Responsibilities include the following. Other duties may be assigned by the Program Manager or the supervisor.

- Supervises swimming activities at the aquatics facility and ensures that policies, guidelines, and safety procedures are followed.
- Warns swimmers of improper activities or danger and enforces pool regulations and water safety policies.
- Administers first aid in the event of injury, rescues swimmers in distress or danger of drowning, and administers CPR and/or artificial respiration, if necessary.
- Evaluates conditions for safety and initiates aquatics emergency action plan as required.
- Inspects pool facilities, equipment, and water to ensure that they are safe and usable.

- Supervises and assists in cleaning the pool and related facilities and equipment, assists with chlorine residual water tests and with records and charts of water tests and records of accidents, and adds chemicals to pool water as directed.
- Teaches/co-teaches progressive swim lessons according to the American Red Cross and department standards and including but not limited to, teaching swim skills/techniques, stroke refinement, and diving safety techniques. Implement lesson plans and supervise program sessions according to class schedule.
- Resolves scheduling conflicts to ensure a safe pool environment when competing programs/priorities require use of aquatic facilities.
- Supervises lifeguard staff and resolves conflicts through mediation and addresses patron complaints.
- Perform related duties as assigned by Wellness Director.

Qualification Requirements: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Knowledge of the uniqueness of the Bad River Community. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Education and/or Experience:

Required:

- High school Diploma or GED
- Must be at least 18 years of age
- Red Cross, Lifeguard certification – Provided at the Clinic's expense.

Other Skills and Abilities:

Preferred:

- 1-2 years Lifeguard experience
- 1-2 years Aquatic Safety and instruction experience
- Preferred WSI certified, Physical swimming skills test CPR and First Aid certified.

Background Check:

This position is contingent on the required ability to pass a Bad River caregiver background check when working with children and/or the elderly.

Language Skills:

- Strong oral and written communication skills
- Knowledge of computers and software, computer applications, and good typing skills
- Ability to work in diverse settings and communicate effectively with a broad range of related systems.
- Maintain strict compliance with Privacy Act requirements and Confidentiality Policy.
- Ability to clearly describe and enforce rules to ensure a safe environment for patrons.

Reasoning Ability:

- Familiar with tribal and county court systems and legal processes.
- Experience in crisis intervention.
- Ability to recognize potentially dangerous activities or swimmers in distress.

Physical Demands:

- Ability to react to emergency situations by quick movements, strenuous activity, and on occasion assist or lift persons in distress of varying weights.
- Required to remain alert to dangerous situations while sitting, standing or walking for various lengths of time.
- Must be able to work in warm, humid environments for extended periods of time.
- Must possess auditory, verbal, and visual capabilities to adequately communicate to staff and guests.

Cultural Sensitivity:

This position requires awareness and deep appreciation of tribal traditions, customs, and socioeconomic needs. It requires the ability at all times to meet and deal effectively in contact with Native American people and organizations. This requires tact, courtesy, confidentiality, discretion, and sound judgment in handling sensitive issues.

Work Environment: The work environment characteristics described here are representative of those employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. This position is subject to inside work in a warm and humid environment. The noise level may be moderate to loud.

Drug-Free Workplace in accordance with the Drug-Free Workplace Act of 1988, P.L. 100-690, and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.

Send Application and Resume To:

Bad River Tribe

Attn: Human Resources

P.O. Box 39

Odanah, WI 54861

<http://www.badriver-nsn.gov/>

Application material may also be emailed to:

[**Darcie.powless@badriverhwc.com**](mailto:Darcie.powless@badriverhwc.com)

[**HRmanager@badriver-nsn.gov**](mailto:HRmanager@badriver-nsn.gov)

[**HRassistent@Badriver-nsn.gov**](mailto:HRassistent@Badriver-nsn.gov)