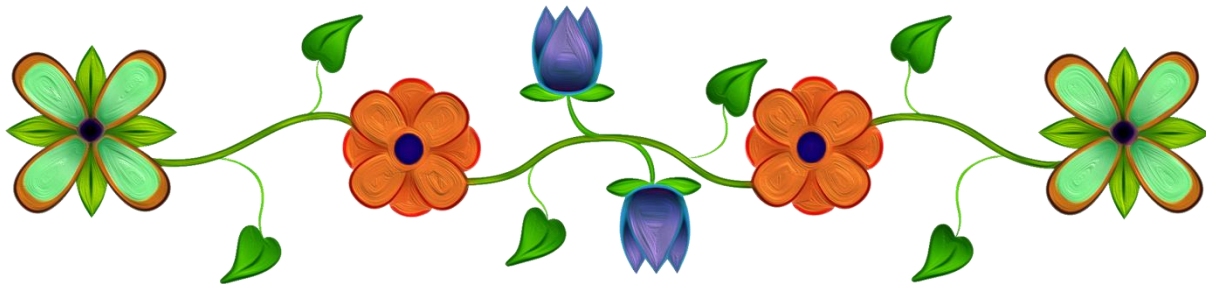


BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS



Bad River Health & Wellness Center

Open Monday-Friday 8am-4pm (Hours Vary by Dept.)

(715) 682-7133

53585 Nokomis Road

Ashland, WI 54806

Job Title: Lifeguard / Swim Instructor (3)

Department: Wellness - Aquatics

Hourly Rate: \$19 / hour

Part Time: Up to 30 hrs/ Week

Exempt: No/ Hourly

Supervisor: Head Lifeguard

Posting Date: In-House

Opens: 08/25/2026

Closes: 09/01/2026 @ 4:30PM

Posting Date: Public

Opens: 009/02/2026

Closes: 09/16/2026 @ 4:30PM

Job Summary: A 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; performs related duties as required. The lifeguard/swim instructor is also responsible for teaching swim skills/techniques, stroke refinement, and diving safety techniques.

Essential Duties and Responsibilities include the following. Other duties may be assigned by the Head Lifeguard, 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.
- Other duties as assigned

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 contacts with Native American people and organizations. This requires tact, courtesy, confidentiality, discretion, and sound judgment in handling sensitive issues.

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.

Required Education and/or Experience

- Must be at least 15 years in age
- Red Cross, Lifeguard certification – Provided at the Clinic’s expense.

Other Skills and Abilities:

Required:

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

Work Environment: : The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. The noise level in the working environment is usually moderate.

Cultural Sensitivity:

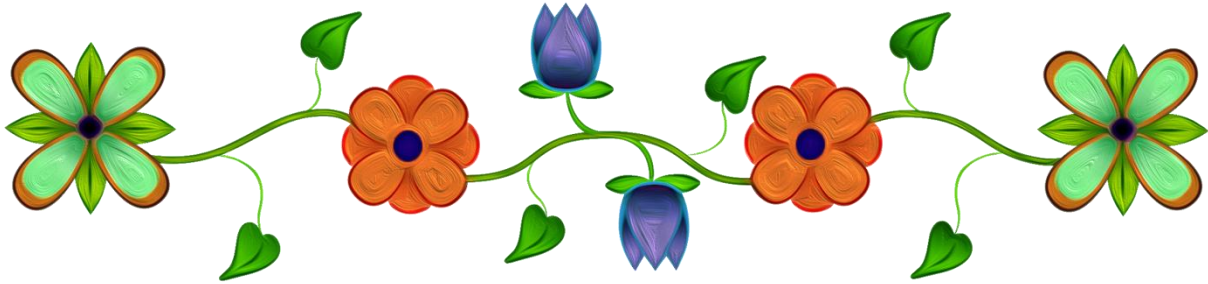
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Additional Requirements Successful completion of a background check. Compliance with tribal policies, codes of conduct and employee health standards including immunization requirements.

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
a.connors@badriverhwc.com