



Beach Lifeguard

POSITION PROFILE

Division	Shire Services	Status	Casual
Unit	Ocean Safety & Lifeguards	Salary Grade	7
Reports to	Team Leader – Ocean Safety & Lifeguards	Reviewed	October 2018

STRATEGIC INTENT

The Public Safety & Lifeguard Service comprises a team dedicated to meeting the community's needs and assisting the Manager in the efficient and effective provision of lifeguarding and beach supervision functions through the appropriate application of relevant legislation, Council objectives, policies, adopted standards and work practices.

POSITION PURPOSE

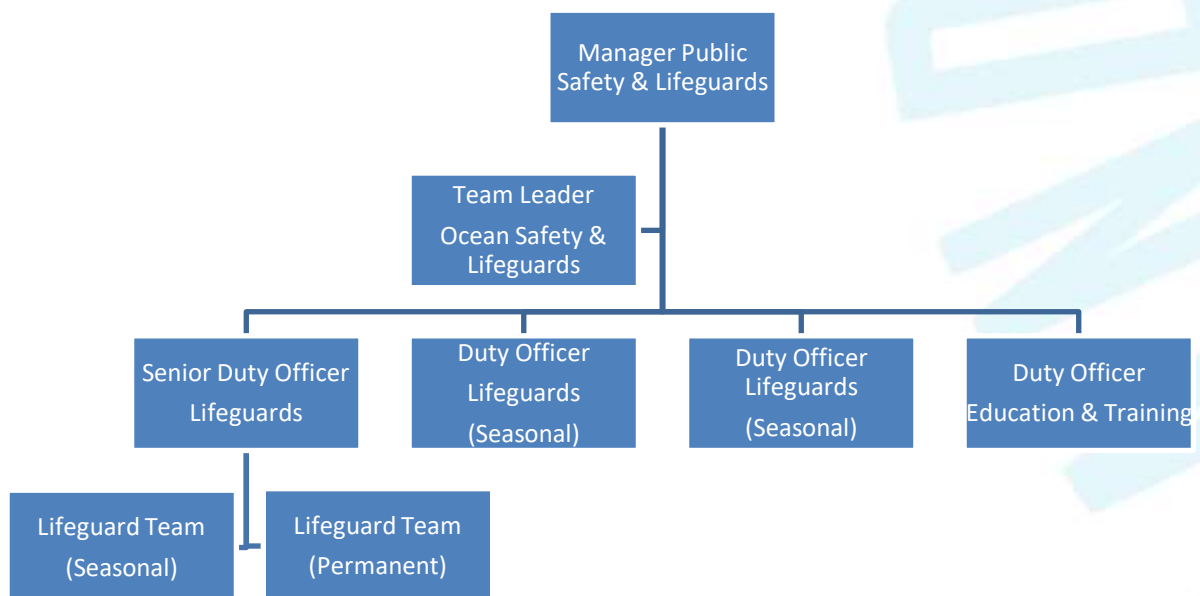
Under general supervision, patrols Bate Bay beaches, parks and ocean waters to ensure proactive and expeditious accident prevention and response; responds to beach and water-related accidents and emergencies; enforces compliance with state and local laws, including beach regulations; maintains lifesaving and other related equipment and facilities; and performs related duties as assigned.

POSITION OUTCOMES AND ACCOUNTABILITIES

OUTCOME TO BE DELIVERED	PERFORMANCE STANDARD
Lifeguarding / Beach Operations	<ul style="list-style-type: none">- Ensuring a professional lifeguarding service provision including; first aids, rescues and preventative actions- Beach patrolled and dangerous situations responded to.- Rescues and 1st aids performed safely and successfully.- PA system used effectively- Deploy rescue craft as required- Emergency services called and relevant information passed on when required.- Assisting rescue and emergency services when necessary.- Equipment maintained at serviceable level.- Daily radio checks performed and radio is accessible at all times- Providing information and advice on surf and beach conditions to the public.- Employing preventative measures to minimise the number of rescues.
Regulation	<ul style="list-style-type: none">- Communicating with the public in a manner to ensure compliance with beach regulations and to enhance the service image of Council.
Community Education & Liaison	<ul style="list-style-type: none">- Service is presented in a professional manner, which responds to the community's needs.

	<ul style="list-style-type: none"> - Conduct education courses for members of the community e.g. school groups/special needs and other complimentary groups.
Maintenance / Cleaning	<ul style="list-style-type: none"> - No reasonable criticism of beach cleanliness. - Organise daily maintenance, care, repair and security of amenities, plant, equipment and tools and other Council assets assigned to or utilised by lifeguards within area of responsibility. - Equipment maintained at serviceable level.

STRUCTURE



SELECTION CRITERIA / SUCCESS PROFILE

NB: This is a Child-Related Position under the Definition of Council's Child Protection Policy (Persons with a Police Record for abuse of a child under 18 years old should not remain in or apply for this position).

Qualifications, Certificates or Licences	Essential	<ul style="list-style-type: none"> - Certificate II in Public Safety – Aquatic Search & Rescue - Current Provide First Aid certificate (HLTAID003) - Current Advanced Resuscitation certificate (HLTAID007) - Current RMS Class C drivers licence - A NSW Working with Children Clearance, as per the Child Protection (Working with Children) Act 2012.
	Desirable	<ul style="list-style-type: none"> - Current RMS Boating & PWC licence - ATV certificate - Silver Medallion – Basic Beach Management - Current Provide Pain Management certificate - Current Provide emergency care for suspected spinal injury – Cord Care Certificate
	Essential	<ul style="list-style-type: none"> - Ability to complete an 800m swim continuously in less than 14 minutes. - Ability to complete to a satisfactory level a surf test which consisting of 600m swim, 800m run, 600m rescue board paddle, 800m run concurrently. - Ability to perform to a satisfactory level a board rescue and tube rescue.
	Desirable	<ul style="list-style-type: none"> - Demonstrated extensive experience working in the beach environment - Demonstrated experience in four wheel drive vehicle operation - Experience in daily beach operations - Coaching or education experience

CORE CAPABILITIES

Attributes	<p>Decision making: Achieving desired outcomes by evaluating and identifying options, and involving others in decisions affecting them.</p> <p>Goals oriented: Works to achieve self-set goals, taking on challenging tasks when necessary in order to achieve them</p> <p>Critical thinking: Critically examine work and activities, considering alternative points of view and approaching an issue as it relates to different stakeholders.</p> <p>Communication skills: able to articulate complex and technical matters in simple terms.</p> <p>People skills: empowers others to think for themselves, able to approach and attempt to resolve disputes in a constructive way and able to provide positive and constructive feedback when necessary.</p> <p>Team focussed: Willing to be mentored, and to share skills, experience and knowledge via formal and informal collaboration with colleagues</p>
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OUR VALUES

Behaviours	Collaborate - We are a united team. We work together to deliver great outcomes for our community.
	Achieve - We have a can-do attitude and deliver on our commitments. We pursue excellence and believe in making a positive contribution to our community.
	Respect - We communicate openly, act with integrity and are inclusive.
	Evolve - We look for opportunities and embrace change, championing new ideas, and celebrating solutions.

CORPORATE OBLIGATIONS

Employees	No direct reports. Unit structure attached.
Delegations	Authority to operate within the Delegations attached to the position
Risk Management	Managing work practices to mitigate all identified risks, identifying and reporting additional risk and threats and assist in devising strategies to mitigate these risks.
Workplace Health and Safety	Comply and co-operate with WHS policies, procedures, instructions and safe systems of work.
Code of Conduct	All employees are responsible for adhering to Council's Code of Conduct and the policies and procedures that support it
Workplace Behaviour & EEO	All activities must comply with Council's Workplace Behavior Guidelines.
Enterprise Content Management	Comply with Council's Enterprise Content Management Determination and associated guidelines including creation of appropriate records in Council's records management system and proper custodianship of records to ensure against loss, removal or destruction
Continuous Improvement	Identify obsolete and inefficient practices and recommend changes where appropriate
Customer Focus	Championing an exceptional customer experience, and evaluating customer satisfaction in order to continually improve service delivery
Procurement	Activities are conducted in accordance with the Purchasing Policy and Procedures to provide transparency and cost effectiveness in procurement

SPECIFIC CONDITIONS OF EMPLOYMENT

- The ability to work a minimum of **6 shifts** over the summer season roster.