



## Job Description:

### Njswim - Swim Teacher

Njswim is now hiring part-time, year-round swim teachers to join our team of professionals. Njswim is seeking energetic, reliable, and trustworthy individuals who enjoy working with children. Njswim provides employees with flexible schedules, competitive wages and a positive work environment.

Come join our dynamic team of swim teaching professionals at one of our 6 locations in Sparta, Landing, Florham Park, Warren, Manasquan, or Brick New Jersey.

Njswim offers quality year-round swim lessons for all ages and abilities at six premier locations. Our developmental approach to swimming starts with our “Water Babies” program at age 3 months. Njswim offers a variety of safety swim lessons for preschoolers, developmental stroke technique for youths and continues to advanced stroke mechanics and swim team prep. Students enrolled in Njswim are led through a series of safety skills designed to enhance the aquatic experience and instill self-confidence in a safe and positive atmosphere.

At Njswim, it is our Team that makes us who we are. We hire and train the most dynamic individuals and provide extensive training so that they may effectively deliver our program to our customers. Our teachers take a caring approach with each student’s needs in mind. We inspire personal and professional growth through our dynamic approach to business and community service.

*An online application to join the Njswim team can be found on the Njswim website.*

**Hours & Scheduling:** 5 to 30 hours per week, depending on your availability. Team Members are normally assigned to work at one Njswim location. Hours are flexible and include weekdays, afternoons, weekends and may include early mornings and some evenings.

**Compensation Guideline:** \$15 Per Hour with career advancement opportunities!

#### **Swim Teacher Responsibilities:**

- Teaching swimming techniques, swimming strokes, and water safety rules to students with varying swimming abilities.
- Assessing the progress of students and implementing Njswim teaching curriculum & programs accordingly.
- Monitoring students to prevent accidents and injuries.
- Implementing ground rules for each swim session.
- Provide swimming lessons that take into account students’ abilities and progressive development.
- Identifying incorrect swimming techniques and correcting students accordingly.
- Assisting more experienced swimmers to enhance their swimming abilities.
- Ensuring that the swimming pool and locker rooms are kept clean and tidy.

## **Competencies & Performance Guidelines:**

To perform this job successfully, an individual should demonstrate the following competencies.

- Swimming ability. A swim teacher should be able to demonstrate all four (4) competitive strokes; freestyle, backstroke, breaststroke, and butterfly. Treading water.
- A swim teacher should be able to tread water for a minimum of three (3) minutes with their hands raised out of the water.

**Safety and Security.** Observes all posted safety and security procedures as well as those set forth by Njswim. Reports and prevents unsafe conditions by providing a safe environment. Promotes a proactive approach to safety. Uses all equipment properly.

**Problem Solving.** Able to identify problem areas in a students' swimming technique and have the ability to fix it based on Njswim's method of teaching.

**Conflict Resolution.** Is able to resolve conflicts between students during class and discipline with care. In the event of a customer being upset, the swim teacher is responsible for directing them to the proper supervisor on deck or in the office.

**Organization.** The ability to organize class lessons and keep classes moving with proper skill progression based on students' ability.

**Customer Service.** Ability to treat each student and customer with proper respect. Respond promptly and appropriately to customer needs.

**Interpersonal Skills.** Focuses on solving conflict, not blaming; maintains confidentiality; listens to others; keeps emotions under control; Remains open to ideas; takes constructive criticism.

**Teamwork.** Contributes to building and maintaining a positive team spirit and work environment.

**Visionary Leadership.** Displays passion for teaching and promotes learning. Inspires respect and trust in students, customers, and peers.

**Quality.** Demonstrates and maintains the high standard Njswim has set in the community. Applies feedback to improve performance. Monitors own work to ensure quality. Asks questions on ways to improve.

**Quantity.** Meets standards set by Njswim for the pace of lessons. Keeps lesson moving with proper skill progression with little downtime. Completes all paperwork (timesheets and progress reports) in a timely manner or according to the due date set forth.

**Adaptability.** Demonstrates the ability to recognize when to "ease up" or "let them earn it" while teaching lessons. Maintains the awareness that each student learns differently and demonstrates patience and can adjust levels and skills to suit each student's needs.

**Attendance/Punctuality/Dependability.** Recognizes the importance of consistency with the Njswim progression. Arrives at least 10 minutes prior to scheduled shift. Ensures proper notice and responsibilities are covered in the event of absence. Is able to commit to agreed-upon shifts for the duration of the session.

### **Position Qualifications and Requirements:**

- Lifeguard and CPR/AED training required and can be done once accepted for the position.
- Water Safety Instructor certification is a plus.
- Njswim provides training in Njswim's proprietary swim lesson curriculum.

### **Physical Demands:**

Work is primarily performed in Njswim centers. Stamina and strength are needed to perform moderate lifting of pool equipment or Njswim students who may require removal from the pool. Must possess the mobility to work in a pool for extended hours. Must possess the ability to swim distances and dive to pool depths, as determined by testing/certification authorities, and to lift 50 pounds or heavier weights with assistance and/or the use of proper equipment.

Must possess the mobility to stand, stoop, kneel, reach, bend, climb, push and pull materials and equipment, and swim while wearing an appropriate uniform with protective equipment. Vision and hearing must be sufficient to see and hear adults and children in crowded and noisy conditions and/or situations.



Florham Park (Brooklake Country Club) – (973) 377-7793 • Warren – (973)-635-7946 • Sparta – (973) 726-7226  
Lakeside – (973) 770-7946 • Manasquan (The Atlantic Club) – (732) 292-4368 • BRK – BRK – (732) 202-7659