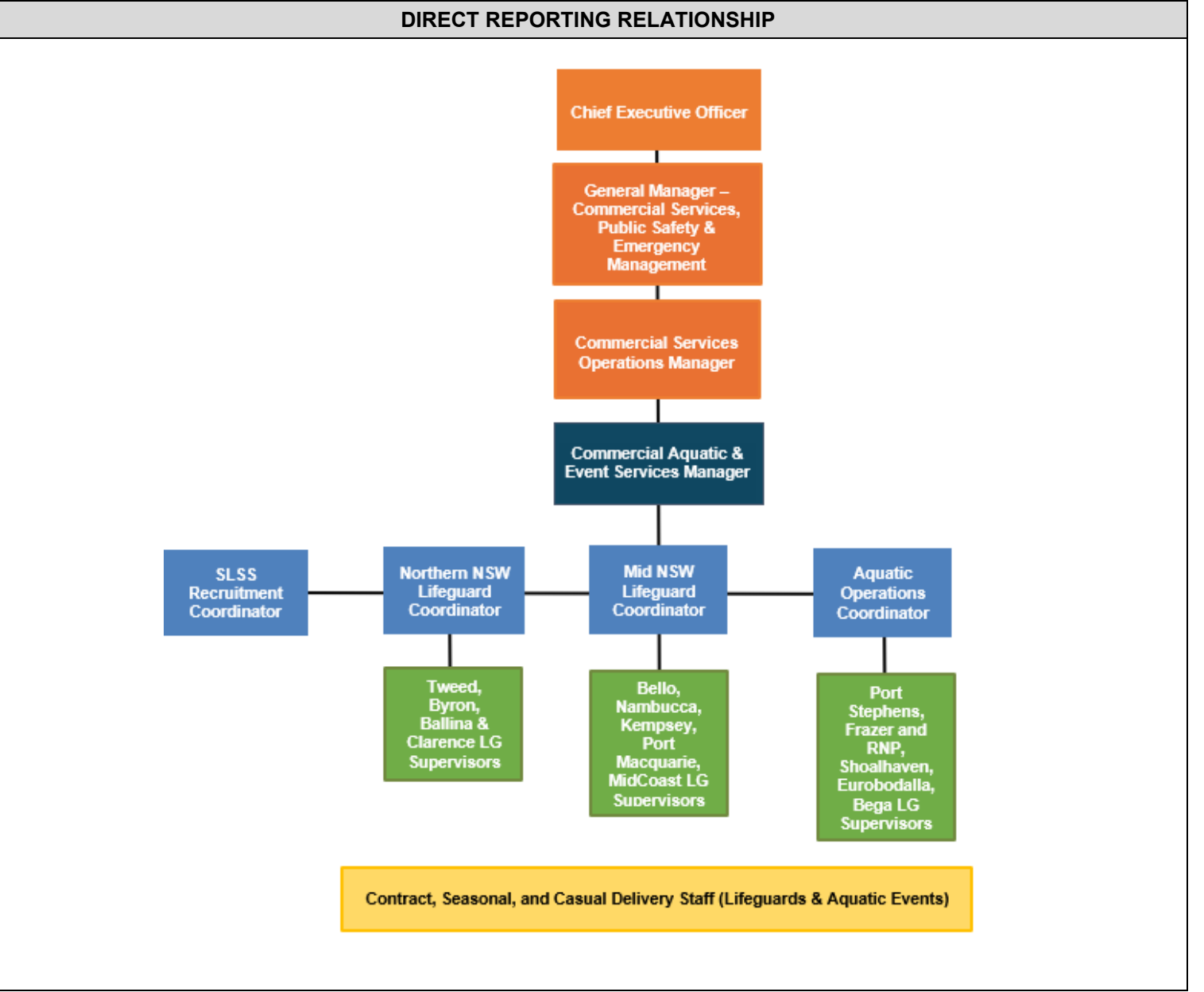


Position	Work Location	Position Description Completed
Casual Lifeguard	Western Sydney	November 2025
Reports To:	Direct Reports:	Department
Lifeguard Supervisor	N/A	Australian Lifeguard Service (ALS)

PURPOSE STATEMENT
Lifeguards shall take all measures necessary (proactive and reactive) to prevent loss of life by drowning and/or injury to the public. Lifeguards are required to supervise the beach/ aquatic environment and ensure the highest standard of public supervision and safety is guaranteed at all times. Lifeguards are to liaise and communicate in a positive manner with the broader community as a representative of the ALS, Council, other contracted regulatory bodies and Surf Life Saving.



SELECTION CRITERIA	
Essential	Desirable
<ul style="list-style-type: none"> <li>• Relevant current qualifications including:             <ul style="list-style-type: none"> <li>• Provide First Aid</li> <li>• Successfully complete ALS Lifeguard Fitness assessment</li> <li>• 400m pool swim under 8 minutes</li> <li>• Complete tube rescue of a patient 100m out at body of water and return.</li> <li>• Complete board rescue of patient 200m out at body of water and return.</li> </ul> </li> <li>• An understanding of Lifeguarding procedures, practices and policies;</li> <li>• Experience and technical knowledge of lifeguarding or similar public safety roles;</li> <li>• Strong organisational and administrative skills and a proven ability in determining priorities, making sound judgements, coordinating activities and meeting deadlines without supervision;</li> <li>• Problem-solving and decision-making skills.</li> <li>• A professional attitude and appearance;</li> <li>• People-management skills with proven ability to lead and motivate others and to earn respect;</li> <li>• A current unrestricted Motor Vehicle Drivers Licence;</li> <li>• Willingness to undertake daily travel to various locations;</li> <li>• Ability to work flexible hours, including weekends and Public Holidays</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant current qualifications including:             <ul style="list-style-type: none"> <li>○ Surf Life Saving Australia Bronze Medallion/Certificate II (PUA20119) in Public Safety (Aquatic Rescue)</li> <li>○ SLSA Gold Medallion or Certificate III in Public Safety (Aquatic Search &amp; Rescue)</li> <li>○ Advanced Resuscitation Techniques</li> <li>○ Provide First Aid</li> </ul> </li> <li>• Working knowledge of the Occupational Health &amp; Safety Act as they relate to this position;</li> <li>• Working knowledge of the Local Government Act 1993 and local laws, relating to this position.</li> </ul>

KEY OUTCOMES (KRA)	
Outcomes	Key Activities
<b>KRA 1: Lifeguard Operations</b>	<ul style="list-style-type: none"> <li>• Patrolling, safety, enforcement and rescue functions are carried out in the most efficient, appropriate and proactive manner in accordance with relevant regulations, guidelines and procedures endorsed and implemented by the Australian Lifeguard Service;</li> <li>• Take active steps to ensure the aquatic environment in the patrol area is kept clean. This includes collection of litter or informing council of hazardous litter problems;</li> <li>• All equipment is placed in an appropriate location at commencement of duty. Equipment is checked daily for wear, tear and damage and any deficiency is reported to the Lifeguard Supervisor immediately;</li> <li>• Perform onsite beach education lessons to the community and other parties such as surf awareness and water safety workshops as required throughout the season;</li> <li>• Take an active role educating the public on water safety through informal discussions with aquatic area users or formal presentation to groups at the location. During any such presentation lifesaving services are not to be compromised;</li> <li>• All standards relevant to lifeguard operations are maintained at all times;</li> <li>• Work in a manner that promotes teamwork and cooperation;</li> <li>• Always maintain a well presented and professional image and the ALS uniform is worn in accordance with ALS policy;</li> <li>• Carry out specific tasks as required by the Lifeguard Supervisor or Lifeguard Coordinator.</li> </ul>
<b>KRA 2: Administration</b>	<ul style="list-style-type: none"> <li>• Maintain all appropriate documentation and reports;</li> <li>• Data capture, through the correct online processes, Incident Reports and Payroll;</li> <li>• Following consultation with the ALS management team ensure operational issues are communicated with Land Managers and other regulatory bodies that the ALS provides services to;</li> <li>• Participate in procedure reviews and development where required;</li> <li>• Ensure courteous and professional communication with internal stakeholders such as SLS Surf Clubs and external agencies including Council Rangers, Police and Ambulance;</li> <li>• Carry out specific tasks as required by the Lifeguard Supervisor or Lifeguard Coordinator.</li> </ul>
<b>KRA 3: Qualifications &amp; Fitness</b>	<ul style="list-style-type: none"> <li>• Maintain qualifications currency and demonstrate proficiency in lifesaving skills;</li> <li>• Attend lifeguard meetings and training sessions as required by the ALS;</li> <li>• Carry out specific tasks as required by the Lifeguard Supervisor or Lifeguard Coordinator.</li> </ul>

PERFORMANCE STANDARDS (KPIs)	
Outcomes	Key Performance Indicators (KPI's)
<b>KRA 1: Lifeguard Operations</b>	<ul style="list-style-type: none"> <li>Report unsafe conditions and equipment to the Lifeguard Supervisor immediately;</li> <li>Any injuries are logged and notified to Lifeguard Supervisor, ALS management team and Employers Mutual within 48 hours of incident occurrence;</li> <li>Submit to Lifeguard Supervisor &amp; ALS management team investigation reports within set timeframe following accident/incident;</li> <li>All policies and procedures relevant to lifeguard operations are adhered to at all times;</li> <li>Ensure all equipment and uniforms remain in a serviceable condition and are always accounted for;</li> <li>Lifeguard is always well presented and the ALS uniform is worn in accordance with policy;</li> <li>Outlined contractual obligations with key stakeholders are achieved with ALS management team regularly provided reports and updates;</li> <li>A positive and professional image of the ALS is demonstrated to the public, council, local media and other external and internal stakeholders;</li> <li>The community receives a high level of lifeguard services and beach safety at all times.</li> </ul>
<b>KRA 2: Administration</b>	<ul style="list-style-type: none"> <li>Ensure that all data entry particularly Daily Reports, Incident Reports and Payroll, is entered in a timely and accurate manner;</li> <li>Reports emanating from external meetings must be communicated to Lifeguard Supervisor &amp; ALS management team within set timelines;</li> <li>Data entry is completed daily and is accurate and consistent.</li> </ul>
<b>KRA 3: Qualifications &amp; Fitness</b>	<ul style="list-style-type: none"> <li>Maintain currency in qualifications including:</li> <li>Advanced Resuscitation Techniques Certificate or equivalent,</li> <li>Provide First Aid;</li> <li>Other awards as required;</li> <li>Be capable of undertaking the ALS Fitness Assessment at any given time including but not limited to:</li> <li>400m pool swim under 8 minutes</li> <li>Complete tube rescue of a patient 100m out at a body of water and return;</li> <li>Complete board rescue of patient 200m out at a body of water and return.</li> </ul>

CORE RESPONSIBILITIES (ALL STAFF)	
Accountabilities	Key Performance Indicators (KPI's)
Work Health and Safety	<ul style="list-style-type: none"> <li>Demonstrates action taken in identifying hazards, assessing risk, and immediately report any injury, near miss and damaged equipment or any other hazard observed in the workplace;</li> <li>Demonstrates duty of care, considers own safety and the safety of others while at work;</li> <li>Reasonably complies with WHS guidelines and procedures, using protective clothing or equipment provided at all required times;</li> <li>Is fully aware of SLSS &amp; SLSNSW's safety procedures and expectations, and actively participates and contributes;</li> <li>Participates in the ongoing improvement of the SLSS &amp; SLSNSW WHS policy and visibly and constantly supports its implementation;</li> </ul>

	<ul style="list-style-type: none"> <li>Practice and promote the SLSS &amp; SLSNSW Equal Opportunity, Harassment and Bullying policy by treating fellow staff and others fairly and equitably and without discrimination, harassment or bullying.</li> </ul>
Organisational Culture	<ul style="list-style-type: none"> <li>Promotes and encourages personal growth and effective communication.</li> <li>Understands and supports policies and procedures of the organisation as defined in the Employee Handbook.</li> <li>Continually contributes to and supports volunteers &amp; staff, including Directors, Branches, Clubs &amp; Members</li> </ul>
Leadership/Teamwork	<ul style="list-style-type: none"> <li>Supports the decisions of SLSS Board of Directors and SLSS Management</li> <li>Displays willingness to assist others, shares knowledge openly, cooperates and supports the department.</li> <li>Receptive and open to feedback</li> <li>Maintains a positive and constructive attitude that promotes confidence in those around them.</li> <li>Contributes to staff meetings and promotes the exchange of information throughout the organisation.</li> <li>Regularly meets with Manager to discuss performance, plans and current issues</li> </ul>
Continuous Improvement	<ul style="list-style-type: none"> <li>Exercises initiative in making improvements to work processes and outcomes.</li> <li>Always searches for better ways and strives for best practice.</li> <li>Embraces and adapts to change</li> </ul>

#### WORKING RELATIONSHIPS

Internal: ALS Lifeguards will work internally with the Lifeguard Supervisor, Aquatic Operations Coordinator and Lifeguard Education Officer. ALS Lifeguards will be expected to participate in meetings.

External: Relationships with Councils, other contractors/regulatory bodies and industry partners are of prime importance to the ALS.

#### APPROVAL

This position description has been reviewed and is considered to accurately reflect the requirements of the role and the organisation

Commercial Aquatic & Event  
Services Manager



Date 7/11/2025

Commercial Services  
Operations Manager



Date 7/11/2025

I have read and understood this document and agree to perform the duties and responsibilities as listed within the list

Employee Name

Employee Signature

Date