



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

MARSHALL AREA YMCA

Job Title: **Director of Sports & Recreation**

Status: Full-Time - Exempt

Reports to: Associate Executive Director

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Develops, organizes and implements high quality, member-focused YMCA aquatic programs.

ESSENTIAL FUNCTIONS:

1. Directs and supervises program activities to meet the needs of the community and fulfill YMCA objectives. Establishes new program activities and expands program within the community in accordance with strategic and operating plans. Develops and maintains collaborative relationships with community organizations.
2. Recruits, hires, trains, develops, schedules and directs personnel and volunteers as needed. Reviews and evaluates staff performance. Develops strategies to motivate staff and achieve goals. Ensures records of staff certifications are current and complete.
3. Develops and maintains collaborative relationships with community organizations.
4. Monitors daily pool operations to adhere to all state, local and YMCA health and safety regulations.
5. Conducts and ensures proper maintenance of pools. Secures and schedules pool facilities. Maintains accurate records of pool chemical levels and facility maintenance.
6. Creates and schedules swim lessons, water fitness classes and special events.
7. Assists in the marketing and distribution of program information.
8. Develops and monitors program budget to meet fiscal objectives.
9. Assists in YMCA fund raising activities and special events.
10. Models relationship-building skills in all interactions. Responds to all member and community inquiries and complaints in timely manner.
11. Assists with committee or task-force projects as assigned.
12. Compiles program statistics. Monitors and evaluates the effectiveness of and participation in program.
13. This job description represents the major functions of the position but is not intended to be all-inclusive.

YMCA COMPETENCIES (Team Leader):

Mission Advancement: Models and teaches the Ys values. Ensures a high level of service with a commitment to changing lives. Provides volunteers with orientation, training, development, and recognition. Cultivates relationships to support fund-raising.

Collaboration: Champions inclusion activities, strategies, and initiatives. Builds relationships to create small communities. Empathetically listens and communicates for understanding when negotiating and dealing with conflict. Effectively tailors communications to the appropriate audience. Provides staff with feedback, coaching, guidance and support.

Operational Effectiveness: Provides others with frameworks for making decisions. Conducts prototypes to support the launching of programs and activities. Develops plans and manages best practices through engagement of team. Effectively creates and manages budgets. Holds staff accountable for high-quality results using a formal process to measure progress.

Personal Growth: Shares new insights. Facilitates change; models adaptability and an awareness of the impact of change. Utilizes non-threatening methods to address sensitive issues and inappropriate behavior or performance. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

1. Bachelor's degree in related field or equivalent.
2. One or more years of related experience preferred; for example, as an aquatics coordinator or supervisor.
3. Complete New Employee Orientation which includes but is not limited to Child Abuse Prevention, CPR; First Aid; AED and Bloodborne Pathogens.
4. Willingness to obtain an active Lifeguard Certification. Willingness to obtain a Lifeguard Trainer Certification and Y Swim Lesson Certification within 60 days of hire. (The Y will provide training courses for all Aquatic Certifications)
5. Ability to relate effectively to diverse groups of people from all social and economic segments of the community.

WORK ENVIRONMENT & PHYSICAL DEMANDS:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Sufficient strength, agility and mobility to perform essential functions of position and to supervise program activities.

SIGNATURE:

I have reviewed and understand this job description.

Employee's Name

Employee's Signature

Date