



YMCA of Alaska Aquatics Director Job Description

Position Summary

The Aquatics Director provides strategic leadership and operational oversight for aquatics programs across the YMCA of Alaska. This position is responsible for ensuring safe, high-quality, and consistent aquatic operations through effective staff leadership, risk management, program development, fiscal oversight, preventative maintenance, and operational excellence. The Aquatics Director works collaboratively with YMCA leadership to establish best practices, standardize procedures, and strengthen aquatic programming while creating exceptional experiences for members, participants, staff, and volunteers.

The Aquatics Director develops and supports high-performing teams by recruiting, training, mentoring, and evaluating staff, while ensuring compliance with YMCA standards, state and local regulations, and industry best practices. This position also serves as an association-wide resource for aquatics operations, safety, emergency preparedness, facility management, and community partnerships, advancing the YMCA's mission through innovation, collaboration, and continuous improvement.

Qualifications

- Minimum age of 21 with a high school diploma or equivalent required; bachelor's degree preferred.
- Five years of leadership experience in aquatics, recreation, or a related field, with demonstrated success in staff leadership, program management, customer service, and operational oversight preferred.
- Strong leadership, communication, organizational, technology, and problem-solving skills with the ability to build relationships and lead multiple priorities.
- Required certifications: Certified Pool Operator (CPO), CPR/AED for the Professional Rescuer, First Aid, Emergency Oxygen Administration, YMCA Lifeguard (or equivalent), and YMCA Swim Lesson Instructor (or equivalent). YMCA Instructor Trainer certifications preferred.
- Completion of YMCA required training upon hire and ability to work a flexible schedule, including mornings, evenings, weekends, and travel between association locations.

Essential Functions

- Provide association-wide leadership and supervision for aquatics operations, ensuring consistent, safe, and high-quality programs, services, and facility operations across all branches.
- Champion a culture of excellence by leading high-quality programs, promoting membership and program participation, and creating welcoming, engaging, and five-star experiences for members, participants, and families.
- Develop, implement, and evaluate operational standards, preventative maintenance plans, safety procedures, emergency action plans, and risk management practices that meet YMCA, state, and local regulations.
- Recruit, hire, train, supervise, develop, and evaluate aquatics staff while fostering a culture of accountability, teamwork, professional growth, and exceptional customer service.
- Develop and manage departmental budgets, monitor financial performance, and recommend strategies that support operational efficiency and sustainable program growth.
- Lead the planning, implementation, evaluation, and continuous improvement of aquatics programs that meet community needs and align with the YMCA's strategic priorities.
- Ensure all aquatics staff maintain required certifications and participate in regular in-service training, emergency drills, and professional development opportunities.
- Build and maintain collaborative relationships with YMCA leadership, schools, community organizations, and other strategic partners to strengthen aquatics programming and community impact.
- Respond promptly and professionally to member concerns, resolve operational issues, and model a welcoming, inclusive, and service-focused culture for members, staff, volunteers, and guests.
- Assist with marketing initiatives, fundraising efforts, special events, and association projects that support membership growth and community engagement.

- Travel between association locations as needed, maintain compliance with all YMCA policies and abuse risk management standards, and perform other duties as assigned.
- Serve as a leader in aquatics fundraising activities for the Annual Support Campaign, including the solicitation of funds to support financial assistance, military family initiatives, community outreach, and branch goals and objectives.
- Ensures the safety and well-being of consumers by maintaining professional boundaries, completing required abuse risk management training, following procedures for high-risk activities and supervision, reporting suspicious or inappropriate behaviors and policy violations, and adhering to mandated abuse reporting requirements.
- Perform other duties as assigned.

Physical Demands and Work Environment

- 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 accommodation may be made to enable individuals with disabilities to perform the essential functions.
- Sufficient physical strength and agility to carry out essential duties, including emergency response.
- While performing the duties of this job, the employee is regularly required to use a computer for extended periods of time and be able to communicate using a computer and phone/smart device.
- The employee frequently is required to sit/stand and reach and must be able to move around the work environment.
- The employee must occasionally lift and/or move up to thirty (30) pounds.
- Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust.
- The noise level in the work environment is usually moderate.

Cause-Driven Leadership Competencies

YMCA Competency Model: Multi-Team Leader

Mission Advancement: Models and teaches the Y's values. Ensure a high level of service with a commitment to changing lives. Provides volunteers with orientation, training, development and recognition. Cultivates relationships to support fundraising.

Collaboration: Champions inclusion activities, strategies and initiatives. Build 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. Develop plans and manage 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 performances. 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.