committed to helping everyone live their best life

Working for us is much more than just a job. You'll become one of our own, part of our inspiring Active Tameside family, bound together by a strong sense of belonging which only comes from like-minded people, passionate about helping people to live their best lives.

As an awarding winning and compassionate Charitable Trust, we have your health, wellbeing and happiness at heart, offering excellent training, development and career progression, a host of benefits including a local government pension scheme and free Active Premier membership with access to all 7 of our facilities. Membership includes gym, classes, general swim, spa and exclusive Les Mills virtual classes on our app - all worth £37.29 per month.

So, what are you waiting for? Become part of something different and help us make a difference.

Pool Lifeguard

Salary:	£24,026.62 p.a under 21 years of age – pro-rata for part-time £26,518.12 p.a. age 21+ pro-rata for part-time
Location:	Active Copley
Working hours:	12.5 hours per week
Contract type:	Permanent
Closing date:	18th November 2026
Interview date:	1st December 2026
Job Reference:	AT306

how to apply

To apply for this position please fill out the form online or alternatively complete an application form and return it to **HR@activetameside.com** or Human Resources, Active Tameside, Active Ken Ward, Hattersley Road East, Hattersley, Hyde, SK14 3NL.

Application forms can be found on **www.activetameside.com/job-vacancies** or email **HR@activetameside.com**. For help or advice in completing the application form please contact Human Resources on 0161 366 4814.



here for Tameside, not for profit.

Active Tameside is a registered charity which means 100% of our profits go back into ensuring the best possible facilities and services for the Tameside community.

Find out more at activetameside.com/charity

activetameside.com

job description

To ensure the safety of all individuals using the swimming and leisure facilities by supervising activities, responding to emergencies, and promoting a safe, clean, and welcoming environment. The role is crucial in delivering a positive customer experience and upholding safety standards. And to undertake any duties commensurate with the role, as required, to meet the needs of the organisation and ensure the smooth delivery of services.

This role is subject to an enhanced DBS (Disclosure and Barring Service) check

All external candidates are required to provide a copy of their current, in-date NPLQ certificate.

You will need a current RLSS National Pool Lifeguard qualification to apply. If you are not currently an employee of Active Tameside, you will be required to undertake a competency assessment.

rota:

		Hours
Monday		
Tuesday		
Wednesday		
Thursday	15:00 – 22:00	6.5
Friday		
Saturday	12:00 – 18:30	6
Sunday		
Total Hours		**12:50**

role profile:

Role Title:	Pool Lifeguard
Grade:	C1
Date:	November 2023
Responsible to:	Duty Manager

Accountabilities:

Strategic Contribution

- Support the organisation's mission by ensuring a safe and enjoyable environment for all facility users.
- Promote safety awareness and adherence to rules, contributing to the organisation's values and objectives.

Operational Responsibilities

- Provide vigilant supervision of swimming pools and surrounding areas, ensuring adherence to safety guidelines and protocols.
- Respond quickly and effectively to emergencies, including performing first aid and lifesaving techniques when required.
- Conduct routine inspections of pool areas, equipment, and facilities to maintain cleanliness and operational standards.
- Assist in setting up and taking down equipment for activities or events as needed.

Customer Experience

- Deliver friendly and professional service to all facility users, addressing inquiries and concerns promptly.
- Educate customers on pool safety rules and ensure compliance to create a secure environment.
- Promote a positive atmosphere that enhances the overall customer experience.

Teamwork and Development

- Work collaboratively with colleagues to ensure smooth operation of the facilities and efficient handling of any issues.
- Participate in regular training sessions and drills to maintain and enhance lifesaving skills and knowledge.
- Support new team members by sharing expertise and best practices.

Compliance and Safety

- Adhere to all health and safety regulations, including Normal Operating Procedures (NOP) and Emergency Action Plans (EAP).
- Conduct regular water quality tests and report any issues to the appropriate personnel.
- Ensure personal compliance with safeguarding and child protection policies.

Brand Representation

- Represent the organisation professionally, acting as an ambassador for its values and commitment to safety.
- Maintain a neat and professional appearance in line with uniform and grooming standards.

Requirements:

Our recruitment process will include you demonstrating these requirements from your application form, interview and/or assessment(s):

Knowledge

National Pool Lifeguard Qualification (NPLQ)

Knowledge of health and safety regulations related to swimming pools.

First Aid at work certification

Safeguarding and child protection training.

Skills

Strong observational skills and attention to detail.

Excellent communication and interpersonal skills.

Ability to remain calm and act decisively in emergency situations.

Conflict resolution skills to manage challenging situations effectively.

Strong teamwork and collaboration abilities.

Experience

Experience working in a customer-facing role.

Familiarity with pool supervision and emergency response procedures.

Previous experience as a lifeguard in a leisure or recreational facility.

Experience assisting with swimming lessons or aquatic activities.

Essential Criteria – in bold
Desirable Criteria – in italics

ACTIVE TAMESIDE

our employee lifecycle



Hire me	Provide a job role that enables me to utilise my unique talents ensuring individuals are fit for purpose and success.
Develop me	I am supported by managers that will help me develop as an individual to be the best I can be.
Manage my performance	Provide an environment that promotes continuous learning and development. Managers and employees are clear on their mutual expectations and managers provide helpful and constructive feedback.
Engage and motivate me	I am able to participate in decisions that affect me and my team. And concerns I have are dealt with urgently with any issues dealt with sensitively and with emotional intelligence.
Thank me	My time and extra effort are recognised and appropriately rewarded. Leaders and managers show respect for my time.
Wish me farewell	My feedback is appreciated and may enable continued improvements in the workplace for others.