

**Key Details:**

Job Title: Lifeguard - Daytime

Type: On-Call/Part-Time Contract.

Location: 3701 Danforth Avenue, Scarborough, ON M1N 2G2. This is a fully on-site position.

Rate: Starting at \$18.75-19.75 per hour.

Deadline: Submission of cover letter and resume are due no later than August 25, 2026.

Reports to: Coordinator, Facility.

Vacancy: This is a position to be filled.

AI Disclosure: Variety does not use artificial intelligence or automated tools to screen, assess, or make hiring decisions. All applications are reviewed by our hiring team.

Variety is committed to building an inclusive workplace that embraces diversity, values differences, and supports the full participation of all employees. We welcome applications from those who are passionate about contributing to a workplace culture where everyone feels valued and included. We welcome applications from racialized persons/persons of colour, Indigenous persons, persons with disabilities, 2S & LGBTQIA+ persons, and anyone who can add to the diversity of our team.

About Us:**VARIETY GROUP OF COMPANIES OVERVIEW**

There are three companies that make up the Variety Group of Companies (Variety):

- Variety - the Children's Charity (Ontario)
- Variety Village
- Variety Club of Ontario – Tent 28

Variety - the Children's Charity (Ontario) supports programming for children with a disability at Variety Village and throughout the province. Variety programming is inclusive and powered by sport, transforming the lives of individuals and families, while creating more inclusive communities across Ontario.

Variety -the Children's Charity (Ontario) is funded through individual donors, corporate sponsorship, fundraising activities, federal and provincial governments, and foundations.

Variety - the Children's Charity (Ontario) is part of an international charity that has been in operation since 1928. The charity began in Pittsburgh and spread throughout the United States. The chapter in Ontario was the first chapter outside the United States and is now one of the 5 Variety Chapters in Canada. It was founded in 1945, and the original mission of the charity was to build a school for boys with a disability who could not receive an education in the mainstream school system. The school was called Variety Village.

Variety Village operated as a school until it became a centre of para-sport excellence.

Since the 1970s, Variety athletes and coaches have represented Canada at every summer Paralympic games. Currently, Variety Village is a 170,000 square foot facility and operates as a fitness centre for the general community as well as offering programs, training and camps for children of all ages and abilities.

Vision Statement:

“A Welcoming Community and World-Renowned Facility that Empowers All.”

Mission Statement:

“As a Charity, we embrace a people first philosophy, prioritizing inclusivity and support for all. Our Mission is to empower individuals to connect, thrive, and achieve their personal bests.”

Values:

Inclusivity: We host events, deliver programs, and create programs for all.

Respect: We foster a culture of mutual and equal respect.

Trust: We create a safe and trustworthy environment for active participation and are a trusted source of expertise.

Empowerment: We facilitate personal growth and development.

The Opportunity:

The Lifeguard is responsible for ensuring the safety of all members and guests in the pool and surrounding areas by enforcing pool regulations, monitoring swimmers, and responding to emergencies promptly and professionally. This role requires vigilance in assessing potential hazards, providing assistance to individuals with special needs, and maintaining a clean and organized aquatic environment.

Key Areas of Responsibility:

- Ensure the safety of all members and guests using the pool and surrounding aquatic areas.
- Monitor pool activities and enforce aquatic rules, regulations, and safety standards in accordance with Ontario Health and Safety Regulations for Pools and Spas.
- Educate members and guests on pool policies and procedures while promoting a safe and positive aquatic environment.

- Perform all duties with professionalism, sound judgment, and adherence to established safety protocols, including during emergency situations.
- Provide exceptional customer service by responding to member inquiries and offering assistance.
- Support an inclusive and accessible environment by assisting members with equipment use and facility access.
- Conduct routine checks to ensure emergency equipment and safety supplies are available and general facilities are in proper working condition.
- Complete required pool testing, water quality checks, and secondary guard responsibilities as assigned.
- Maintain the pool deck, aquatic equipment, and surrounding areas in a clean, safe, and organized condition.
- Attend and actively participate in mandatory in-service training sessions and ongoing skill development including Variety Village Plan to Protect training.
- Complete required documentation, including incident reports, pool fouling reports and other administrative duties, as needed.
- Perform other related duties and responsibilities as assigned.

Key Competencies:

- Minimum age of 15 years old and legally eligible to work in Canada.
- Valid National Lifeguard – Pool certification and Standard First Aid/Intermediate First Aid certification required.
- Additional first aid certifications such as Airway Management or Basic Life Support considered an asset.
- Knowledge of aquatic safety standards, pool policies, and regulations is considered an asset.
- Previous experience working with individuals with disabilities or diverse abilities is considered an asset.
- Ability to work flexible hours on a seasonal schedule, including evenings and weekends as required.
- Strong problem-solving, communication, and interpersonal skills.
- Ability to work effectively with independence while contributing positively as part of a team.
- Demonstrates professionalism, reliability, and a commitment to providing a safe and inclusive aquatic environment.

How to Apply:

Expressions of Interest should include a resume and cover letter addressed to Human Resources at humanresources@varietyontario.ca

Applicants should be prepared to participate in a multi-step interview process, which may include an in-water assessment. During the in-water assessment, applicants may be required to demonstrate swimming skills, rescue techniques, and/or their ability to teach a swimming lesson. This assessment provides applicants with an opportunity to demonstrate the skills, knowledge, and confidence required for the role.

Selected applicants will be required to complete the recruitment process, including any applicable assessments, and provide a satisfactory Criminal Record Check as a condition of employment.

Variety Village is committed to providing an inclusive and accessible recruitment process. Accommodation requests can be made at any stage of the recruitment process, provided the applicant meets the qualifications and requirements outlined in the job posting. Applicants are encouraged to communicate their accommodation needs when contacted.

We thank all applicants for their interest. Please note that only candidates selected for an interview will be contacted.

For more information, please visit: www.varietyvillage.ca