



## Swim Instructor

Carmel Swim Academy is looking for responsible, energetic individuals who are seeking flexible hours in a fun, fast-paced environment. Instructing requires professional and dependable individuals. If you are enthusiastic, love people and the water - this could be the perfect place for you.

We are looking for passionate, enthusiastic, high-quality swim instructors that will follow our progressive aquatic curriculum in a safe, enjoyable, and positive atmosphere.

### Essential Functions

- Thinks, communicates, and behaves as a cause-driven leader and role model for other staff and members.
- Leads energizing, fun, safe, and educational classes, as directed by supervisor, to accomplish CSA's mission and goals
- Ensures participant safety during the program by educating and enforcing safety rules and maintaining class control.
- Openly communicates with participants and their parents to support them in achieving their goals; appraises students and communicates to their parents/guardians regarding strengths, accomplishments, and areas for improvement/skill progression.
- Builds effective, authentic relationships with members.
- Keeps accurate class attendance and skill evaluation records.

### Qualifications

- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
- Must be at least 15 years of age and be able to swim
- American Red Cross CPR, First Aid, AED, and lifeguarding is a plus.

### Scheduling

- This position's shifts are scheduled on a monthly basis.
- Swim Instructors are responsible for turning in their availability for the following month on time to be put on the schedule.
- Shifts are three to four hours long.
- Shifts are scheduled between 8:45 AM and 12:45 PM Monday through Saturday, 2 PM to 5 PM Monday through Friday, and 5 PM-8:30 PM Monday through Friday
- Shifts are scheduled at Carmel Swim Academy (830 City Center Drive, Carmel IN)

### Compensation

- Starting compensation is determined based on experience. All CSA staff are regularly reviewed to progress in the levels through their employment.
- Level 1: \$12 per hour
  - Individuals with no experience teaching swim lessons
- Level 2: \$13-\$15 per hour
  - Individuals with experience teaching swim lessons



- Individuals with experience swimming on a competitive swim team (not required)
- Level 3: \$15-\$18 per hour
  - Individuals who are 18 or older, and have one or more of the following:
    - Two or more years of experience teaching swim lessons
    - Experience coaching a swim team
    - Wanting to work 20 or more hours each week

***To apply, please contact CSA Aquatics Director Brittany Van Meter  
[bvanmeter@carmelswimacademy.org](mailto:bvanmeter@carmelswimacademy.org).***