

PARK CAMPS

Thrive On!

THE PARK SCHOOL of BALTIMORE

DIRECTOR OF POOL PROGRAMMING AND OPERATIONS

POSITION OVERVIEW

Park's Summer Camp seeks a dedicated and skilled Director of Pool Programming and Operations to ensure the safe and efficient operation of our pool facility this summer. The ideal candidate will have a strong background in pool programming, maintenance, and operation. This person will be responsible for maintaining water quality, overseeing pool equipment, and ensuring a clean and safe environment for all campers and staff. In addition, the Director will serve as the lead lifeguard of the lifeguard team, creating a safe and inviting environment for swim lessons and free swim activities that take place for campers ages 3.5-14.

CERTIFICATIONS (REQUIRED)

- High School Diploma or equivalent by June 8, 2026 (*Bachelor's Degree preferred*)
- Pool Operator Certification by April 1, 2026
- Lifeguard Certification by April 1, 2026

RESPONSIBILITIES

- In collaboration with the Camp Director, lead staff training for lifeguard and camp staff.
- Establish a schedule for instructional swim periods and free swim activity period coverage by lifeguards/swim instructors.
- Create daily lesson plans for each age group to share with the lifeguard staff. Lesson plans must also include indoor back-up plans in the event the pool is closed.
- Set-up and manage testing and classification of campers' swimming abilities.
- Implement systems for free swim activity periods to promote safety and a positive experience for campers from various programs with different swim abilities.
- Observe and evaluate swim instructors and lifeguards and provide feedback.
- Execute daily pool water testing, report issues to Camp Director and Facilities Staff; collaborate with Camp Director and Facilities Staff on additional maintenance or repair needs.
- Establish protocols for response to inclement weather or incident; communicate temporary closing of pool with Camp Director as applicable.
- Monitor pool and safety equipment; initiate repair or replacement requests as necessary.
- Oversee the closing of pool and storage of pool equipment at the end of the season.
- Maintain good public relations with campers, staff, and parents/guardians.
- Practice discretion at all times in conversations with campers and other staff.
- Other reasonable duties as assigned by the Camp Director.

ESSENTIAL QUALITIES

- Ability to develop and execute a structured curriculum for swim lessons to campers throughout the summer.
- Ability to communicate and work with other staff and provide necessary instruction to campers.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior management techniques.
- Ability to work with different age and skill levels.
- Ability to identify and respond to environmental and other hazards related to activities.
- Ability to execute pool maintenance requirements and safety protocols.
- Possess strength and endurance required to maintain constant supervision of campers and pool staff.
- Adherence to Park School's philosophy, standards, and goals.

SCHEDULE

This is an nine-week position that runs Monday-Friday from June 9-August 7 (no camp on June 8, June 19, and July 3. Hours are 8:15 a.m. – 3:15 p.m. daily.

ONBOARDING HOURS

There will be 15-20 hours of individual training that take place between May 20-June 8 (prior to the start of camp) with the Camp Director and Facilities Staff. The specific hours will be coordinated based on the person's availability and schedule.

PAY AND BENEFITS

\$30/hour. This position does not offer benefits, except those required by law.

APPLICATION PROCESS

Interested candidates are asked to send a letter of interest, résumé, and completed employment application ([found here](#)) to the Director of Park Camps (Nicole Scott: nscott@parkschool.net).

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