



**EVERYTHING YOU NEED TO  
KNOW ABOUT WORKING  
WITH**

**PREMIER**  
AQUATICS



## PREMIER'S CORE VALUE & STAFF DUTIES



As a lifeguard, swim instructor, customer service representative, or manager, your main responsibility is to uphold Premier's mission: "To passionately create a safer experience, in and around the water." In order to be a successful member of the Premier team, you must have strong skills in certain areas. Here are the top 10 traits that we expect from every employee:



### SAFE

All staff will enforce the rules and keep the pool patrons safe.



### SMART

All staff are ready to show their skills confidently with daily in-service.



### HELPFUL

All staff make smart decisions if faced with an emergency, and always ask for help when needed.



### RESPONSIBLE

All staff are accountable for the safety of patrons of all ages.



### PROFESSIONAL

All staff wear a full, clean uniform at all times.



### PUNCTUAL

All staff arrive on time to each scheduled shift, and triple check their work schedule.



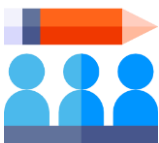
### READY

All staff carefully watch the pool and deck for any signs of trouble.



### FRIENDLY

All staff have a positive and professional attitude when interacting with co-workers and patrons.



### ORGANIZED

All staff maintain a clean and orderly pool facility, as well as detailed paperwork.



### QUALIFIED

All staff is fully certified and trained in a variety of aquatics-related fields.



## DAILY RESPONSIBILITIES



### LIFEGUARD RESPONSIBILITIES

A Lifeguard is primarily responsible for supervising swimmers and preventing accidents by enforcing the pool rules. On a daily basis, Lifeguards also report maintenance issues, take chemical readings (if required) and keep the facility clean. A Lifeguard oversees the pool to create the safest environment possible, in and around the water. Basically, lifeguards uphold all of our promises of lifeguard services.



### SWIM INSTRUCTOR RESPONSIBILITIES

A Swim Instructor is responsible for creating a safe and fun environment for all students and families in swim lessons. By sticking to the curriculum, refreshing their knowledge of skills, and getting to know their students, a Swim Instructor can successfully teach anyone to swim, and have fun doing it with swim games and swim toys!



### CUSTOMER SERVICE REPRESENTATIVE RESPONSIBILITIES

A Customer Service Representative, or Admin, sells pool passes, scans membership cards, and checks in students for swim lessons. An Admin is not a Lifeguard, and therefore no pool patrons may be in the pool area unless the Lifeguard is present. The Admin is also responsible for assisting with the enforcement of all rules and regulations of the pool, and answering any questions patrons may have.



### BREAK GUARDS, SUPERVISORS, & POOL MANAGER RESPONSIBILITIES

In addition to the duties of a Lifeguard, a Pool Manager is responsible for the supervision of the entire pool staff, assisting with staff scheduling, shift breaks, daily in-service, and chemical maintenance and record keeping – depending on the facility.

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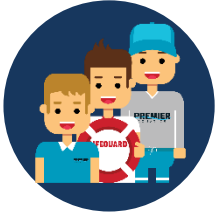
**Opening and closing duties will vary by pool. Check the pool binder for each pool's rules.**

### SAMPLE OPENING DUTIES

- Upon arrival, open the lockbox and retrieve the keys.
- Clock in using your smartphone via the When I Work app.
- Take out all gear and safety equipment needed for your shift.
- Make sure the pool is clean. Vacuum and skim the pool. Brush the tile line if necessary.
- Straighten the pool furniture, open the umbrellas and dispose of any trash on the pool deck.

### SAMPLE CLOSING DUTIES

- Arrange pool furniture neatly and close all umbrellas.
- Put away all of the safety equipment.
- Clock out using your smartphone via the When I Work app.
- Lock and secure the gate, placing the keys securely inside the lockbox.



## EMPLOYEE BENEFITS



### STAFF INCENTIVE PROGRAM

Our staff incentive program is an awesome way to earn more money, great prizes, promotions, and more, and is a fun way to compete with your fellow staff to earn team parties! Employees that work with Premier for over 90 days are eligible for the incentive program.

### REFERRAL BONUS

Get your friends to work with us too and be rewarded with a referral bonus! Keep an eye on referral promotions that will be announced on our staff Instagram page: @premierpals.

### DISCOUNTS

Premier offers certification promotions throughout the year – keep an eye out for discounted Lifeguard, CPR, and First Aid classes, as well as free recertification courses.

### GROWTH OPPORTUNITIES

Premier is proud to offer opportunities for growth within our company. You may start as a lifeguard and be promoted to head guard, pool manager, supervisor or staffing assistant. Nearly all of our top managers started as lifeguards, swim instructors, or admins and earned their way to the top. Ask your manager what opportunities are available for you!

### LOOP SUPERVISOR SUPPORT

Loop Supervisors are responsible for checking in on and supporting our staff at various locations, which we call “loops”. Your Loop Supervisor is dedicated to you and your pools to give you scheduled breaks during your shift, in-service and train you, and respond to any emergencies you experience in or around the pool.

### THE FRIENDLIEST TEAM

Premier encourages a friendly and team-oriented environment at all of our locations. Whether you are a lifeguard, swim instructor, admin, manager, or CPR instructor – supporting each other is our #1 goal. Attending marketing events and staff activities is an awesome way to get to know your peers and to make lifelong friends!

### NEARBY LOCATIONS

We manage aquatic facilities in areas all across Orange County, Riverside County, and San Bernardino County, so we are happy to be able to schedule you close to home and to work around your availability.



## CURRENT EMPLOYEE FEEDBACK



### WE WANT OUR STAFF TO LOVE WORKING FOR PREMIER, SO CHECK OUT SOME OF THESE EMPLOYEE'S COMMENTS ON WHAT ITS LIKE TO WORK FOR PREMIER:

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"Working for Premier over the past two years has been the best experience! I love that I get to see a different facility every day, which means meeting awesome new people with every shift. One of my favorite things about Premier is the team-oriented environment – everyone supports each other and there is always a friendly face no matter where you are! I'm excited about the future of Premier and hope that I can continue to contribute to our growth."

- Sami, Marketing Manager & Swim Instructor

"I love to swim, so getting to teach kids of all ages how to swim every day makes this the best job ever! Getting to see kids progress every lesson is so rewarding, and when they get excited to hop in the pool it just makes my day. I've met some of my best friends through Premier, which makes it more than a team to me. I love my Premier family!"

- Nate, Swim Instructor



"I've gotten to do so many fun things and meet so many fun people while working at Premier. Last summer, I went to Palm Springs to lifeguard a music festival and it was a crazy and cool experience! I'm so thankful for my amazing friends and supportive team, and can't wait to meet more coworkers in the next few months!"

- Dinara, Lifeguard & Swim Instructor





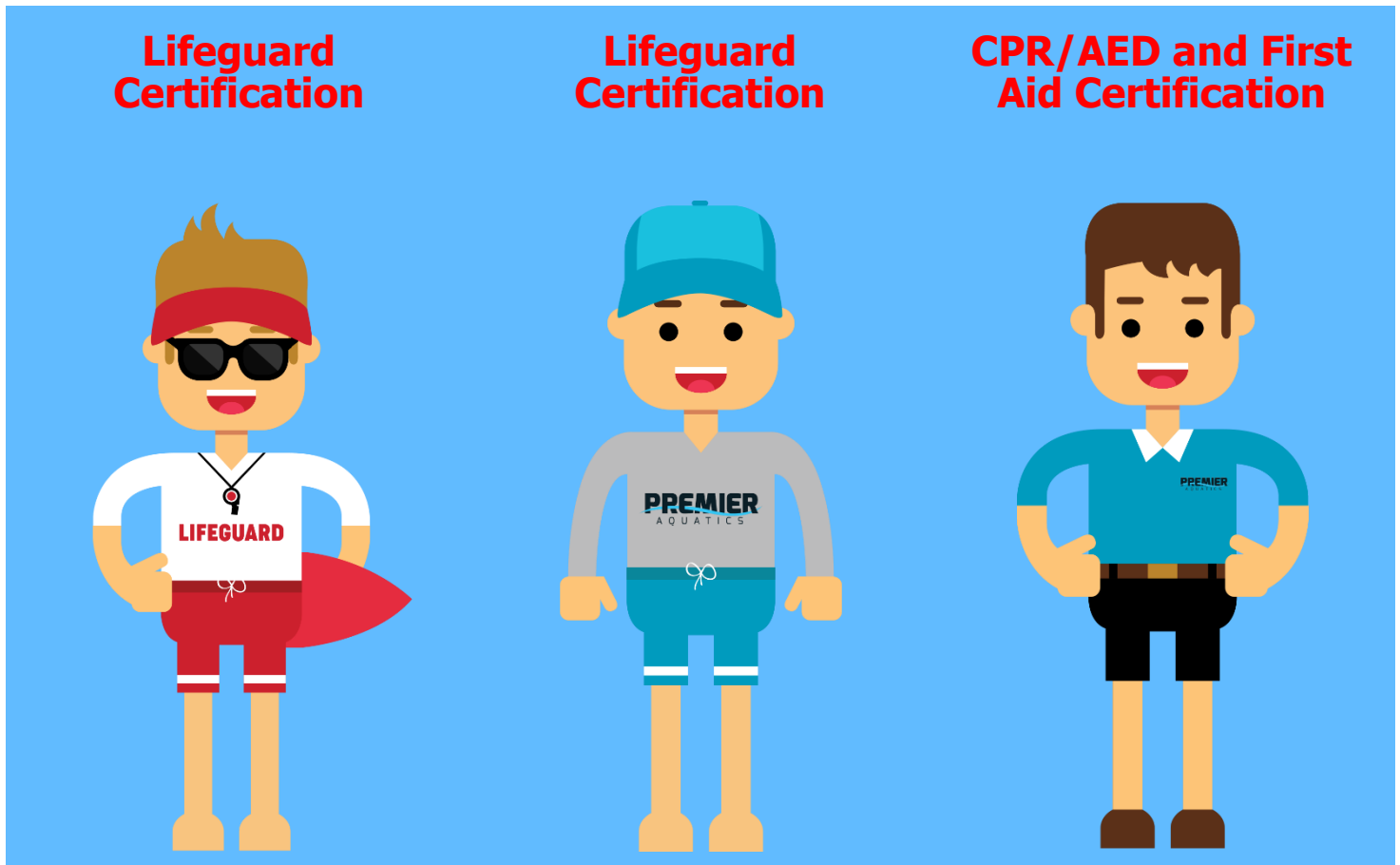
## HOW DO I WORK WITH PREMIER AQUATICS?



**Working for Premier requires a certification through the American Red Cross, depending on your job title.**

You can become certified by Premier Aquatics' sister company Premier Health and Safety. Most classes are offered on a weekly basis, and you can ensure that you are ready for the job by getting certified by Premier's trained staff. Check out our [website](#) as we sometimes offer discounts for new staff to become certified!

This chart represents what certification is required for employment as a lifeguard, swim instructor or swim coach, and admin or customer service representative.



Prices for these courses will vary depending on full service or blended learning options and type of certification. For any questions regarding the required certifications, please don't hesitate to contact our office!



## HOW DO I WORK WITH PREMIER AQUATICS?



### VISIT US ONLINE:

- Job openings are updated weekly, and you can visit us at [swimoc.com/careers](https://swimoc.com/careers) for a list of lifeguarding jobs, swim instructor jobs, customer service jobs, and all other aquatics jobs! This webpage will give you all the details you may need about how to apply.
- You can also find us on Indeed and Glassdoor, where many of our awesome previous staff members have answered questions and left reviews about what its like to work for Premier! Use Indeed and Glassdoor to apply to any of our open jobs.

### CONTACT THE OFFICE:

- The Premier Aquatics Office is open Monday through Friday from 9:00 am to 5:00 pm. Please don't hesitate to give us a call at (949) 716-3333 or email [admin@swimoc.com](mailto:admin@swimoc.com) with any questions about our current job openings.

### VISIT US AT ONE OF OUR VARIOUS LOCATIONS:

- All of our lifeguards, swim instructors, and customer service representatives are happy to answer any questions you may have about what its like to work for Premier! If you are ever at one of our pools in Southern California, feel free to ask any of our on-duty staff and they will answer your questions to the best of their ability.

## WE CAN'T WAIT TO HAVE YOU ON OUR TEAM!!

