



Lifeguard Job Description

Work Hours: 09:00 – 16:30 Monday-Friday

Contract Type: Seasonal Fixed term.

Salary: £579.65 - £668.72 per week - salary per week (*dependent on age, experience, and qualifications*).
(February Half Term Contracts to be issued on 2025 wage level. 2026 wage level effective from 1st April).

Reportable to: Camp Senior Team, Area Manager and Central Office

Barracudas is fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and act in the best interests of children at all times. Adhering to our safeguarding policies and procedures including safer recruitment practices, staff should play an active role in creating a supportive, safe, and protective environment for all children and young people.

About us

Barracudas is the UK's leading provider of children's holiday camps, helping young people build confidence, develop new skills, and make new friends through a wide range of activities. With 45+ camp locations across the UK, we offer exciting programmes including Sports, Arts & Crafts, Drama and more. We are committed to creating an inclusive environment where every child feels supported and valued. Safeguarding and wellbeing are at the heart of everything we do.

Role Purpose

Lifeguards play a vital role in ensuring the safety and wellbeing of all children and staff during swimming sessions. They maintain high standards of supervision, complete essential safety checks and respond quickly and appropriately to emergencies. By following pool procedures, supporting staff, and promoting safe behaviour, Lifeguards help create a fun, controlled and confidence-building swimming environment for every child.

Key Responsibilities

1. Follow all pool policies and procedures, including those outlined in the Swimming Pool File, ensuring a safe and compliant operation at all times.
2. Complete daily safety checks, including water quality, signage, equipment, and buoyancy aids, reporting any issues promptly.
3. Provide clear safety instructions to bathers at the start of each session and ensure rules are understood and followed.
4. Direct non-lifeguarding staff in their swimming session duties to maintain safe ratios and effective supervision.
5. Monitor and conduct swimming tests, ensuring accurate assessment of children's ability and appropriate allocation of buoyancy aids.
6. Maintain accurate records, including daily and weekly logs of swim tests, equipment checks and buoyancy aid usage.

7. Ensure appropriate staffing levels, adjusting supervision arrangements based on bather numbers and pool requirements.
8. Identify and respond to emergencies quickly, taking appropriate action in line with training and pool procedures.
9. Secure the pool area when not in use, ensuring access is restricted and safety is maintained.
10. Anticipate and prevent accidents, maintaining vigilance and proactively addressing hazards or unsafe behaviour.
11. Maintain a clean and organised pool environment, ensuring equipment is used safely and stored correctly.
12. Support wider camp operations, including promoting safe behaviour, assisting with transitions, and modelling professionalism.
13. Uphold safeguarding responsibilities, reporting any concerns immediately to the Senior Team or Designated Safeguarding Lead.
14. Carry out additional duties as required, in line with the needs of the camp and the organisation's objectives.

REQUIREMENTS

Essentials

- Valid NPLQ issued through RLSS, STA or HABC (original certificate required)
- Successful completion of the Barracudas Lifeguard Competency Assessment (LCA) or equivalent.
- Mentally alert, self-disciplined, and physically fit, with good hearing and vision.

Desirables

- Previous experience lifeguarding in a school, leisure centre, or holiday camp.
- Experience supervising children.
- Paediatric First Aid Qualification

Employment in this role is subject to completing all pre-employment requirements, including being aged 18 or over by the start date, providing proof of eligibility to work in the UK, supplying satisfactory references, and holding or obtaining an Enhanced DBS check. All staff must complete mandatory training, including online modules, an in-person Induction Training Day and any additional role-specific briefings delivered by Central Office.

This role involves working with children and is exempt from the Rehabilitation of Offenders act 1974. A successful applicant will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check, including a check of the children's barred list. Applicants are not required to disclose convictions or cautions that are considered "protected" under the Rehabilitation of Offenders act 1974 (Exceptions) order 1975 (amended in 2013 & 2020). This information will not be taken into account. Guidance on protected convictions and cautions is available from the Ministry of Justice.