



Quality Assurance Mission Statement: Through a Total Quality Concept, provide everyone who works, visits or participates in our facilities, parks and programs with a safe, enjoyable and fulfilling experience.

SUMMER JOBS IN THE AQUATICS PROGRAM LIFEGUARDS AND SWIM INSTRUCTORS

Start preparing for a rewarding summer job. "It's more than just a job...It's an experience that can help save a life."
ALL POSITIONS REQUIRE AMERICAN RED CROSS CERTIFICATION

DEADLINE FOR APPLYING: Open until filled.

To apply online: <https://www.governmentjobs.com/careers/norfun/> or submit to the Personnel Office located at the District's Administrative Center, 3825 Riverlakes Drive, Bakersfield, Ca., 93312, a District Employment Application (resume's will be accepted only with a completed Application). Current employees can submit an Employee Job Interest Form. The application or Job Interest form can be downloaded from the district's website at www.norfun.org, Human Resource, Current Opportunities or request from the Personnel Office at 392-2000.

BASIC FUNCTION: All positions are responsible for the supervision and enforcement of all pool safety rules and regulations of pool patrons and all pool deck activities; recognize and respond effectively to emergencies; administer CPR, rescue breathing and first aid when needed; attend mandatory staff meetings and trainings; perform basic facility maintenance duties; work in a strong teamwork oriented environment; have a positive working relationship with coworkers; and work flexible hours during the season.

Lifeguards may assist with swim classes and can be at least 15 ½ years old.

Aquatic Instructors organize and instruct swim classes and maintain all records and documentation involved with class instruction and must be at least 16 years old.

HOURLY RATE: Lifeguard/Instructor I \$16.00 II \$16.25 III \$16.50 DOE

HOURS: up to 40 hours/week; Sunday through Saturday, between 6:00 am to 9:00 pm.

POOL LOCATION: Greenacres Park (GA Pool), 2014 Calloway Drive, 93312

CERTIFICATION: Aquatic positions require American Red Cross certifications and must be obtained prior to being assigned and retained throughout active employment. **NOR does offer an American Red Cross Lifeguard Certification Course and it is scheduled for March 23 – 25th, 2024.** For further information visit the districts website at www.norfun.org or call (661) 392-2000. If hired, NOR will refund 50% off the registration fee after working the aquatic season.

- Lifeguarding
 - CPR/AED for the Professional Rescuer
 - First Aid
 - Title 22
- Aquatic Instructors and Managers require**
- Water Safety Instruction (WSI)

CONDITIONS OF EMPLOYMENT WITH THE DISTRICT: A job offer would be contingent upon the successful completion of an American Red Cross Lifeguard Training course, CA Department of Justice criminal background check; clear a drug and alcohol screening; submitting documentation verifying identity and legal right to work in the United States; and must be able to obtain and retain a Work Permit throughout employment, if under age 18. Must be able to accommodate a flexible work schedule which may include shifts, early mornings, evenings, weekends, and holidays.

PHYSICAL DEMANDS AND WORK ENVIRONMENT: All work activities are performed in a public swimming facility. Frequently exerts a moderate to considerable amount of physical effort in outdoor and indoor activities involving swimming, sitting, standing, and walking. Must have the ability to see and hear with sufficient acuity (sharpness, clearness, and keenness) to successfully perform all aspects of the job. Demonstrates beginning through advanced swim strokes. Performs frequent grasping, fine and gross manipulation in writing, use of a telephone and hand tools; and coordinates eyes, hands and fingers in repetitive tasks such as performing CPR and first aid. Frequently bending, stooping, and exerting sufficient force to lift, carry, push, pull or otherwise move objects such as an injured person on a backboard weighing up to fifty (50) pounds or more. Communicates regularly with participants, co-workers, and the public.

AN EQUAL OPPORTUNITY EMPLOYER



PERSONNEL OFFICE
3825 Riverlakes Drive, Bakersfield, California 93312
Office (661) 392-2000 www.norfun.org

AN EQUAL OPPORTUNITY EMPLOYER

All qualified applicants will receive consideration without regard to sex, marital status, race, age, creed, national origin, color, religion, mental or physical disability, veteran status, medical condition, sexual orientation or any other legally protected status.

POSITION APPLYING FOR:	TODAY'S DATE:
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How Did You Hear About This Job Opening?			
<input type="checkbox"/> Friend/Relative: _____	<input type="checkbox"/> Walk-in	<input type="checkbox"/> Newspaper	
<input type="checkbox"/> District Website	<input type="checkbox"/> Other internet site (please specify): _____	<input type="checkbox"/> Other (please specify): _____	

APPLICATION INSTRUCTIONS

- This application must be filled out completely.** Incomplete or illegible applications will be rejected. Applications must be received in the Personnel Office no later than the date and time noted in the job announcement.
- Notify the Personnel Office immediately if you have a change of address, phone, or employer.
- Resumes may be attached to application but are not to be substituted for completing any section of this application including writing "See Resume."**
- You must submit any material that is required with your application. Any material submitted during the application process becomes the property of the District unless otherwise specified in the job announcement. Applicants who wish to retain copies must make their copies prior to submitting the materials.
- Please complete the attached Applicant Data Record. Avoid any other reference to religion, politics, race or nationality.
- A separate application is required for each position.
- Applicants meeting the minimum qualifications for the position will receive a supplemental questionnaire and/or will be contacted to proceed with the recruitment.

PRINT NAME: _____	HOME PHONE: _____	CELL PHONE: _____
HOME ADDRESS: _____		
<small>Number Street</small>	<small>City</small>	<small>State</small>
E-MAIL _____	What's the best phone number to reach you at?	

The best number to reach you would be (check any that apply): Home___ Cell___ Business___ E-mail___

Availability for Employment: List the days and hours you are available to work.						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

Are there any times that you are not available to work? Be sure to consider family vacations, summer school, etc.

Have you ever worked for North of the River Recreation & Park District? <input type="checkbox"/> Y <input type="checkbox"/> N	Have you ever applied for NOR? <input type="checkbox"/> Y <input type="checkbox"/> N
If yes to either of the above, list date(s): _____	What Position(s)? _____
List any different name(s) used: _____	

Do you have any friends or relatives working for NOR? N Y Name(s) and relationship: _____

Are you over 18 years of age? Y N If under 18, can you, after an offer of employment, submit a work permit? Y N

Have you ever been convicted of any offense other than a minor traffic violation? Y N

If yes, briefly describe below, or on a separate piece of paper or complete the district's Conviction Review form and attach to this application.
(Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)

Aquatic positions require American Red Cross Certification. Please check the certifications you currently hold and include expiration date.

- LIFEGUARD TRAINING _____ WATER SAFETY INST. _____
- TITLE 22 _____ FIRST AIDE _____
- CPR FOR THE PROFESSIONAL RESCUER _____

List additional training, skills, and extracurricular activities related to this position (*per CA H&S Code 124235, Aquatic Positions must complete Concussion Training and provide documentation prior to start date*):

EDUCATION AND TRAINING

Circle highest grade completed: 1 2 3 4 5 6 7 8 9 10 11 12 Graduated: Yes No Passed GED Test: Yes No

Name / location of High School (City and State): _____

Colleges, Universities, Business or Trade Schools *List all applicable to this position.*

Name of School	Course Of Study	Years Completed	Degree Or Diploma

EMPLOYMENT HISTORY (A RESUME WILL NOT BE A SUBSTITUTE FOR THIS SECTION)

Start with present or last job. **EXPLAIN ANY GAPS BETWEEN EMPLOYMENT.** Include military service assignments, volunteer activities, student period, or other special experience. Exclude organizations which indicate race, color, religion, sex, national origin or disability, or any other legally protected status. A resume may be attached, but will not be a substitute for the information required in this section.

How many years of experience do you have in relation to this position? PAID: # ___years OR UNPAID: # ___years

Employer	City, State, Phone #	Work Performed	Dates Employed	Reason for Leaving

If you have NO previous employment, please provide two adult references. (do not use family members for references)

Reference Name	Phone #	How do you know him or her?	For how long?
1.			
2.			

APPLICANT'S STATEMENT

Please read carefully

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is

intended to create an employment contract between me and the company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the District, and that no promises or representations contrary to the foregoing are binding on the District unless made in writing and signed by me and the District's designated representative.

I understand that a job offer would be contingent upon the following: I must submit proof of U.S. citizenship or legal right to remain and work in the United

States and a criminal records check will be required through fingerprinting. I may be required to pass a physical examination and / or alcohol and drug screen.

I further understand, that I am required to abide by all rules and regulations of the District throughout my employment.

SIGNATURE OF APPLICANT: _____ DATE: _____

PERSONNEL USE ONLY:

Please answer the following:

Previous experience in the following areas (check only those that apply)	Provide the number of years experience that you have with each item checked	
	# Years	# Years
<input type="checkbox"/> Water exercise instruction		<input type="checkbox"/> Diving
<input type="checkbox"/> Swim instruction to individuals with disabilities		<input type="checkbox"/> Asst. Pool Manager
<input type="checkbox"/> Synchronized swimming		<input type="checkbox"/> Pool Manager
<input type="checkbox"/> Swim Team		

1. What date can you start?
2. Indicate minimum and maximum hours available each week. MIN: _____ MAX: _____
3. Give an example of how you will provide excellent customer service to aquatic participants and parent:
4. Please list any experience you may have working with children and provide how long. (i.e: babysitting; tutoring; coaching; etc...)

Please read and initial each statement and initial on the right.

I understand that all staff meetings/in-service trainings are mandatory for all aquatics staff. _____

I understand that I will be assigned to shifts according to the needs of the program and that my assignment can change during the course of the season and may include days, evenings and /or weekends. _____

I understand that my performance will be evaluated during the course of my employment and that this evaluation will be used to determine whether I will be invited to continue employment with North of the River Recreation and Park District. _____

Applicant Signature (original signature required)

Date



APPLICANT DATA RECORD

To further its commitment to Equal Employment Opportunity, the District requests that applicants voluntarily provide the following information. This data will be kept in a confidential file separate from the Application for Employment solely for research purposes only to help us comply with government record keeping, reporting and other legal requirements. All information will be used in accordance with the state and federal regulations. Your cooperation in providing this information is essential to the success of the research and evaluation program.

Please print or type.

DATE: _____ POSITION APPLIED FOR: _____

AGE: _____ SEX: Male Female

RECRUITMENT RESEARCH: We would appreciate information on how you heard about this job opportunity in order to help us determine what the most effective recruitment source is. Please check one or more.

<input type="checkbox"/> Walk-In	<input type="checkbox"/> District Website NORrecreation.org
<input type="checkbox"/> Newspaper (please specify):	<input type="checkbox"/> Other Internet Site (please specify):
<input type="checkbox"/> District Employee - name:	<input type="checkbox"/> Job Fair/Recruiter –Event:
<input type="checkbox"/> Friend or Relative - name:	<input type="checkbox"/> Employment Agency (please specify):
<input type="checkbox"/> School (please specify):	<input type="checkbox"/> Other (please specify):

EDUCATION: (Please check the highest level achieved)

- Not a High School Graduate
- High School Diploma/GED
- Some College: How many years: _____
- Bachelor’s Degree: Major: _____

ETHNIC ORIGIN: (Please check one)

- White / Caucasian
- Black / African/American
- Hispanic
- Filipino
- American Indian / Alaskan Native
- Asian / Pacific Islander
- Other: _____