



HEAD LIFEGUARD

GBBC 2026

LEADERSHIP LEVEL	Lead Team (Level 4)
SUPERVISOR	Program Manager
POSITION TYPE	Paid 16 weeks @ minimum wage (40hrs/week)

Position Overview

To oversee and ensure a safe and fun waterfront area, making sure all water safety procedures and policies are followed. Provide leadership to the Lifeguard team.

Responsibilities:

- Provides spiritual leadership to all campers and summer staff.
- Models a Christ-like spirit and servanthood in relationships and attitudes towards campers, staff and camp responsibilities.
- Under the direction of the Program Manager, create, plan and oversee all waterfront and water sport activities (excluding boating activities)
- Responsible for scheduling lifeguards for all water activities.
- Oversee, train and spiritually mentor the lifeguard team
- Oversee lifeguards and activity staff who are running the various waterfront activities during free time and special events.
- Participate in and lead waterfront safety training during staff training.
- Understand and comply with staff and camper policies (especially those applicable to waterfront) to provide for an efficient and safe waterfront and camping community.
- Oversee the organization, care and maintenance of the beach, dock, canoe/kayak area and the equipment (ZOO.) Maintain a clean and tidy environment for our guests on the waterfront and with all waterfront equipment.
- Keep the lines of communication open between the Waterfront Director, Activity Staff, and other program teams throughout the summer.
- Be familiar with and implement safety, fire and first aid policies of Green Bay Bible Camp.
- First Aid responder for kids and family camps, in partnership with the nurse on site

- In partnership with the Waterfront Director, update the emergency procedures for the waterfront-encompassing both swimming and boating sides.
- Ensures all BCCA Accreditation Standards are met and abided by pertaining to the waterfront.
- Must attend staff training prior to the start of summer camps.
- Participate in the weekly campus deep clean at the end of each week of camp
- Possibility of serving as a Concierge to a Family each week of Family Camp
- Possibility of serving as a Cabin Leader during Kids Camp and Teen Camp
- Makes department purchases as necessary and keeps the lifeguard budget balanced.
- Plans and leads regular meetings with the Lifeguard Team

Qualifications:

- Must be a mature follower of Christ and actively pursuing a deepening relationship with God.
- Must exhibit a servant heart and positive attitude.
- Must be a minimum of 19 years of age.
- Current NLS and WSI certifications.
- Must have First Aid qualification
- Previous experience in a head lifeguard position is required.
- Knowledge in canoeing and kayaking is an asset, but not required.
- Must be a mature, responsible individual with a calm nature.
- Be able to work independently and exercise good judgment.
- Be a team player.
- Have good communication skills.
- Have good interpersonal skills, able to work with a team and give direction.
- Able to trouble-shoot problems calmly and with a level head.
- Strong work ethic.
- Possess a conviction that safety is first no matter what.
- Understand and abide by the policies and procedures of Green Bay Bible Camp.
- Loves youth and kids and have a desire to see them grow in their relationship with God

Staff Core Values

We value that we are part of God's work and there is a spiritual dimension to our job and responsibilities.

- a) We will commit to nurturing a personal relationship with the Lord.
- b) We will exemplify a positive and self-sacrificing attitude in fulfilling responsibilities.
- c) We will look for ways to be involved with promoting spiritual growth in fellow staff, volunteers and others using the camp.

We value that we are part of a team.

a) We recognize that God has given each member different gifts and strengths. While each member has specific responsibilities, we look for ways to help each other and fill in the gaps where needed. Our goal is to help each other succeed.

We value an atmosphere where confidences are kept and there is a mutual respect for one another.

- a) We will value one another's opinions and perspectives even when there might be a disagreement.
- b) We will express ourselves even if one's view differs from that of other staff members and encourage and make it comfortable for others to do the same.
- c) We will refrain from talking about other staff members behind their backs.
- d) We will respect the confidentiality of information on sensitive issues.

NOTE: This job description is not intended to be all-inclusive. Employees may perform other related duties as negotiated to meet the ongoing needs of the organization.