

KBGH Hiring Policies

2012 Season

The following criteria will be considered for each position listed below based on the timely filing of the application.

Snack Bar:

- Must be age 14 by May 1st.
- Interview – (interviews will be conducted in person or by phone if necessary)
- Overall impression of applicant
- Prior attendance record (if applicable)
- Applicable skills set such as good personality, school activities, extracurricular activities, community service or volunteer hours
- In the event of a tie breaker – applicants with the additional considerations, such as verbal or written recommendations will be used
- Rehires in good standing will not require an interview

Sub Guard:

- Has current life guard certification
- Prior satisfactory performance evaluations
- Prior attendance record (if applicable)
- Interviews will be given to new applicants
- Rehires in good standing will not require an interview

Full Time Guards:

- Has current life guard certification
- Prior satisfactory performance evaluations
- Number of sub guard hours worked in previous year will aide in determining full-time potential candidacy
- Interviews will be given to new applicants
- Rehires in good standing will not require an interview

Head Guard:

- Has 3 years experience minimum as full time guard
- Prior above average or satisfactory performance evaluations, as well as recommendation from past pool manager
- Based on number of applicants, an interview may be required.

Coaches:

- Has experience as full time life guard
- Has swim team experience and can demonstrate stroke knowledge gained through a verbal or written reference
- Prior satisfactory performance evaluations
- Based on number of applicants, an interview may be required

Management Positions:

- Board Members' children may not be considered for any management positions at the pool.
- Experience with the pool is considered
- A verbal or written reference is required
- Based on number of applicants an interview may be required

Additional Hiring Criteria:

Additional consideration may be given to applicants who have/or have demonstrated:

- Prior successful employment with the pool
- Anyone 18 years of age or older must consent to a criminal background check which will be paid for by KBGH.
- Employees who have seniority
- Prior voluntary family service given to the pool

Performance Evaluations:

Each position will receive two performance evaluations during the season. The first evaluation will be given half way through the season in early July. The end of season review will be given near the end of the season around early August. The managers will sit down with each employee and discuss each evaluation. Employees will be required to contribute and sign each evaluation.