



Aquatic Instructor, Specialty

*Are you looking for challenging, meaningful work in a supportive and diverse environment? Are you looking for a career at one of Canada's top employers? Work where the world comes to think, discover and learn. Consider a career at the University of Toronto. **Benefits include** free access to the world class gym facilities, group fitness classes, Strength and Conditioning Centre, discounts on Programs and Leadership courses and much more!*

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas.

Deadline:	Wednesday, October 29, 2025
Number of Positions:	5-10
Rate of Pay:	\$28.25/hour
Start Date:	Sunday, January 18, 2026
End Date:	Saturday, May 2, 2026
Number of Hours/week:	Variable
Classification:	University of Toronto, Casual
Summary:	The successful candidate will work as part of the Aquatics team to lead fun, safe and educational aquatic classes. They will have an understanding of all aspects of applicable course content and teaching methodology; explaining, demonstrating, teaching; and evaluating aquatic skills and techniques at all levels of participation for a variety of learners in specialized courses. The Aquatic Instructor, Specialty may also be required to open and close the pool in addition to class set up and take down, and equipment maintenance. Professionalism is demonstrated by arriving to work as scheduled, starting and ending classes punctually and creating course outlines in the appropriate formats prior to the start of the first class. Instructors are responsible for recording class attendance and completing class worksheets; completing pay sheets promptly; reporting any facility/equipment breakdowns; and enforcing Ministry Health Regulations. All instructional staff must understand and follow pool procedures for emergencies and non-emergencies. Other duties may be assigned. Instructors are needed for the following programs: Programs for U of T Students and Members (Sport & Rec): <i>Swim Training, and Springboard Diving</i> Children & Youth Programs (Junior Blues): <i>Junior Blues Adapted, Introduction to Competitive Swimming (8 – 16 years)</i> Co-Curricular Record Competencies: - Facilitating and Presenting - Fostering inclusivity and equity - Teamwork - Professionalism
Minimum Qualifications:	EDUCATION: Some university education preferred. Preference given to U of T students.

EXPERIENCE:

Ability to teach participants with different skill levels and learning styles. Familiarity with Athletic Centre programs and services an asset. University of Toronto full-time students and employees who work as a lifeguard and/or aquatic instructor for KPE will be given preference.

CERTIFICATIONS:

1. LSS Swim Instructor certification current within two years of issue required.
2. National Lifeguard – Pool (LSS) certification current within two years of issue required
3. CPR-C (SJA, RC or LSS) current within one year of issue required. **Course offered upon hire.**
4. Standard First Aid (SJA, RC or LSS) current within three year of issue required
5. Airway Management (LSS) current within two years of issue required. **Course offered upon hire.**

Certifications must be valid through **position end date**. Proof of registration in a recertification course scheduled before the certification's expiry will be accepted in lieu of above.

ADDITIONAL QUALIFICATIONS:

U of T Student & Member Programs: *Springboard Diving & Swim Training* –Varsity sport competitor (swimming or diving) and/or diving or competitive swimming coaching experience required. Completed NCCP level 1, in relevant sport, preferred. Recognized aquatic instructor certification preferred.

Children & Youth Programs (Junior Blues): *Introduction to Competitive Swimming* – Varsity sport swimmer and/or competitive swimming coaching experience. Completed NCCP level 1, in relevant sport, preferred. Recognized aquatic instructor certification preferred. *Junior Blues Adapted* – past experience working with children with disabilities, emotional/developmental delays, and neurodiverse children is preferred.

Skills: Must demonstrate that skills meet the minimum standards of the Lifesaving Society and other certifying organizations at wet screening and in-services. Must possess strong interpersonal skills to work and function within a team environment; be able to deal well with conflict situations. Candidates must demonstrate strong knowledge of incident prevention and class safety, and a variety of teaching skills. Excellent oral and written communication skills are required. The ability to work effectively in a diverse environment must be evident. The candidate must possess strong leadership skills and be self-motivated, reliable, responsible, and vigilant.

OTHER:

Name Based Criminal Records Check: Employment is conditional upon providing proof that there are no relevant criminal records that would impact working in a position of leadership and with children (completed no more than 1 year ago).

Hepatitis B Immunization: Employment is conditional upon providing proof that immunization against Hepatitis B virus is either completed or at minimum initiated (verified by physician's note). If the candidate has been advised by a physician not to be immunized for specific health reasons, a letter from a doctor must be provided.

A vision test will be provided at the new aquatic staff orientation to successful candidates.

Method of Application	ONLINE APPLICATION FORM REQUIRED – U of T Sport and Rec Aquatics Hiring Application - Winter 2026 Ability to attach and submit required hiring documents exists within the online application (resume, cover letter, certifications, proof of registration, name based criminal records check, proof of hep b vaccination, etc.). Required documents, as outlined within the online application process, must be submitted. Please do not submit an application via e-mail. If you experience any issues, please reach out to the contact below. <i>Only successful candidates will be contacted. Preference given to U of T students.</i> <i>If you are planning to attend and require accommodation(s) due to disability, please contact us and we will work with you to make appropriate arrangements.</i>
Contact Information:	Will Kopplin Manager, Children and Youth will.kopplin@utoronto.ca Masha Reshetnikova Assistant Manager, Aquatics and Sport & Rec Programs masha.reshetnikova@utoronto.ca
Date Posted:	October 6, 2025