

# Cleveland County Family YMCA

## Dover YMCA

### Job Profile

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**Position:** Association Aquatics Director, Dover YMCA

**Address:** 411 Cherryville Rd., Shelby, NC 28150

**Salary Range:** Full-time Exempt - \$40,000 - \$50,000

#### Leadership Competencies:

- **Philanthropy** – Values and supports the many facets of philanthropy
- **Volunteerism** – Advances the legacy of volunteer engagement and leadership
- **Relationships** – Builds authentic relationships in the service of supporting the Y's work
- **Communication** – Uses methods and styles to ensure Y messages are distributed and understood
- **Developing Others** – Recognizes and acts on the need to continually develop other capabilities
- **Innovation** – Regularly looks for ideas and suggestions for improvement
- **Quality Results** – Demonstrates and fosters a strong commitment to achieving goals
- **Functional Expertise** – Has experience and skills to use best practices
- **Emotional Maturity** – Understand how the work impacts relationships with other

*The Cleveland County Family YMCA is an equal opportunity employer committed to valuing diversity and practicing inclusion.*

#### The top 6 key Deliverables:

- 1. Program Development and Execution**
- 2. Staff Leadership and Development**
- 3. Aquatic Safety**
- 4. Budget and Financial Management**
- 5. Member and Community Engagement**
- 6. Marketing and Outreach**

**Position Description:** Under the supervision of the Dover YMCA Executive Director and in alignment with the strategic direction of the YMCA, the Association Aquatics Director will lead and deliver aquatic programs that promote Youth Development, Healthy Living, and Social Responsibility. The Association Aquatics Director is responsible for the planning, implementation, and oversight of aquatic programming for one year-round pool and two seasonal pools. This role includes lifeguard recruitment, staffing, training, and supervision, ensuring all safety and aquatics standards are met across the association. Additional responsibilities include collaborating with local school systems to implement the Second Grade Swim Program, providing leadership for overall aquatics programming, and overseeing pool maintenance and upkeep throughout the association. The Association Aquatics Director must demonstrate the ability to build strong relationships and communicate effectively with a diverse participant population, exercising cultural competence and inclusive leadership in all aspects of the role.

### **Experience Guide**

- Bachelor's Degree from an accredited college or university or valid experience
- Prior supervisory, management and budget experience required
- Experience coordinating and implementing Aquatics Programs
- A strong knowledge of Aquatics Safety and Standards
- Strong verbal and written communication skills
- Possess an American Red Cross Lifeguard Certification
- American Red Cross Lifeguard Trainer Certification preferred (if not must obtain within 90 days of employment)
- Certified Pool Operators Certification preferred (if not must obtain within 90 days of employment)
- YMCA Experience Preferred – Team Leader Certification
- Demonstrated knowledge and experience with current technology
- Previous experience in public presentations or speaking in front of groups

*Applicants from inside and outside the YMCA profession are welcome. Demonstrated personal involvement and leadership in a top professional or volunteer role is expected of all applicants.*

### **Target Dates:**

- |                           |                           |
|---------------------------|---------------------------|
| 1. Job Position Opens     | January 31 <sup>st</sup>  |
| 2. Deadline for resumes   | February 21 <sup>st</sup> |
| 3. Resumes Narrowed Down  | February 25 <sup>th</sup> |
| 4. Interviews Anticipated | March 5 <sup>th</sup>     |
| 5. Staff on the job       | March 26 <sup>th</sup>    |

Email resumes and cover letter to:

**Erik Smith, Vice President/Executive Director**  
**[esmith@clevecoymca.org](mailto:esmith@clevecoymca.org)**

### **Facility:**

**Office will be located at the Dover YMCA**

### **Finances:**

**Budget \$200,000+**

### **Staff Supervised:**

Full-Time 0                      Part-Time 25+

### **Current Operation:**

The Dover YMCA is a \$2,000,000 operation that is a partnership with Atrium Healthcare System. The Y has over 4000 families and 8000 members. The Y has a strong Second Grade Swim Program that is partnered with Cleveland County Schools that provides water safety skills for over 1,300 second graders each year. The facility is 70,000 square feet with wellness, gymnasium, group exercise, indoor track, indoor pool, outdoor fields, multi-purpose rooms and administrative areas.

### **YMCA Association:**

The Cleveland County Family YMCA is a \$5.5 million, 3 facility-branch, and an 18-hole golf course association, focused on bringing all people together to grow in spirit, mind, and body. Each branch is part of a significant partnership / collaboration. The YMCA has been recognized nationally for its work in diversity. The Y is also recognized locally and regionally for having great staff and volunteer leadership.

[www.clevecoymca.org](http://www.clevecoymca.org)

### **Shelby, NC:**

Shelby is less than 45 minutes from the Charlotte airport and less than 55 minutes from downtown Charlotte. It is also located 1 hour from Asheville, NC and Greenville, SC. Convenient to the mountains and the coast, Shelby has great schools, a strong medical community and wonderful quality of life. For more information you can go to

[www.clevelandchamber.org](http://www.clevelandchamber.org)