

COUNTY OF SANTA CRUZ

AQUATICS PROGRAM SPECIALIST



Salary: \$4,850 – 6,131 Monthly

Final Filing Date: Friday, October 9, 2026

To apply, go directly to: www.santacruzcountyjobs.com



County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion. Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

ABOUT THE POSITION

The Aquatics Specialist oversees daily operations, safety, staffing, and programming at the swimming facility. This position supervises and supports aquatics staff and assists with hiring, onboarding, training, scheduling, and evaluations, including providing hands-on orientation and training for new lifeguards and headguards. The Aquatics Specialist ensures compliance with American Red Cross standards and all safety and training requirements, and oversees swim lessons, Junior Guard programs, and all youth aquatics programming. This role leads staff meetings and in-service trainings and teaches community courses that qualify participants for lifeguard positions.

Additional responsibilities include supervising facility staff; managing and inventorying equipment and supplies; developing manuals and training programs; coordinating facility rentals and special events; and serving as a liaison between the public, aquatics staff, and administrative personnel. The Aquatics Specialist evaluates programs and operations, recommends improvements, and performs cashiering, clerical, and related front desk duties as needed. **The current vacancy is a full-time position. The eligibility list established will be used to fill future extra-help, full-time, part-time, and substitute vacancies.**

SUMMARY OF QUALIFICATIONS

Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain these knowledge and abilities would be:

The full-time equivalent of nine months experience as a lead-worker or supervisor in aquatics programs.

SPECIAL REQUIREMENTS

Possession of a valid American Red Cross (ARC) lifeguard training certificate*; Possession of a valid ARC CPR for the Professional Rescuer (CPR Pro) certificate* or American Heart Association Basic Life Support (BLS) for the Health Care Profession (Provider C).

* Acceptable Lifeguard and CPR Certifications include:

American Red Cross Lifeguarding/First Aid/CPR/AED

OR

American Red Cross Lifeguarding/First Aid **WITH** American Red Cross CPR for the Professional Rescuer

OR

The American Red Cross CPR – AED for Lifeguards.

SPECIAL REQUIREMENTS CONTINUED

You must submit a copy of each certificate you possess with your application in one of the following ways: e-mail (HumanResources@santacruzcountyca.gov) / fax (831-454-2240) / or bring the copies to the Human Resources Department.

Within the first six months of employment, possess the following:

- 1) ARC Trainer certificates for Lifeguard and Title 22 courses.
- 2) A valid Oxygen Administration certificate.
- 3) A valid ARC Water Safety Instructor Certificate or Santa Cruz County Instructor Training Program.

AND

- 4) Attain one of the following:
 - First Aid for Public Safety Personnel (Title 22)
 - ARC Emergency Responder
 - First Responder
- OR
- Emergency Medical Technician (EMT).

Not currently certified? The Parks Department offers Red Cross Lifeguard Certification courses. Please visit their website for upcoming training dates:
<https://parks.santacruzcountyca.gov/Home/FindaProgram/Aquatics/LifeguardTraining.aspx>

View the knowledge and abilities required for each job classification here:
<https://www.jobapscloud.com/SCRUZ/specs/classspecdisplay.asp?ClassNumber=GK4>

SUPPLEMENTAL QUESTIONNAIRE

1. List your experience in planning, organizing, implementing and supervising aquatics programs. For each experience, include the length of time in the position, the level of your responsibility, the age range and size of the group you supervised and any special needs of the program participants.
2. Describe your experience in selecting, training and/or supervising staff and/or volunteers.
3. Provide the total number of hours of your lifeguard experience and provide the total number of hours of your instructor experience.
4. If you currently hold any valid lifeguard, water safety, CPR, or First Aid certificates, list each certificate and include the issue and expiration dates. If you do not currently hold these certificates but are enrolled in a lifeguard, water safety, CPR, or First Aid class, list each class and include the expected completion date, the name of the agency offering the class, and the agency's phone number for verification of your enrollment.

HOW TO APPLY

Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color, and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

HIGHLIGHTED BENEFIT OFFERINGS

Medical, Dental, and Vision

Medical coverage is available through CALPERS with the County paying a majority portion of the cost for the employee and dependents. Depending on the dental plan, the County may cover the cost of employee and eligible dependents. The County pays for the cost of an employee vision plan and the employee may purchase dependent coverage.

Retirement and Social Security

Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

Life Insurance

County paid \$20,000 term life insurance policy. Employees may purchase additional life insurance.

Paid Leave

Twenty-two days the first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave. The County observes 14 paid holidays per year.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.

