

The City of Pickering is committed to creating an equitable, diverse and inclusive workplace and strives to foster a sense of belonging, empowerment and respect among all employees and community members. We recognize and value that diverse perspectives, skills, backgrounds, and lived experiences contribute to the growth and strength of our organization and community. As such, we welcome and encourage applications from Indigenous Peoples and equity-deserving communities including women, persons with disabilities, racialized persons, persons who identify as 2SLGBTQI+, and other diverse communities.

Aquatic Positions

Department: Community Services
Classification: Term (September 12 – December 31, 2026)
Affiliation: CUPE Local 129
Vacancy Reason: Existing
Shift/Hours: As scheduled – 10-15 hours per week
Salary Range: \$21.78 to \$28.47/hour
Work Location: Chestnut Hill Developments Recreation Complex, 1867 Valley Farm Road, Dunbarton Indoor Pool, 655 Sheppard Ave, Pickering, ON
Date Posted: Friday, May 1, 2026
Deadline to Apply: Sunday, June 7, 2026, by 11:59pm

Job Summary

The City of Pickering is seeking dedicated and motivated individuals to join its Aquatics team in Instructor and Lifeguard positions

Successful applicants will possess strong communication and customer service skills, and meet the following criteria to be considered for either position:

- Enrolled in secondary school education or any acceptable combination of education, training and related experience.
- Previous related experience working with children, or as a Lifeguard, is considered an asset.
- Standard First Aid and CPR-C issued after August 15, 2023, or enrolled in a course or recertification that will be successfully completed by August 14, 2026.
- Applicants must be medically and physically fit to perform the duties of the position.
- Must be prepared to undergo a Vulnerable Sector Check as a condition of employment.
- The ability to work various shifts, including evenings and weekends.
- Must be able to attend all mandatory Staff Training in September (dates to be confirmed).

In addition, the following certifications are required for each position:

<p>Lifeguard - \$21.78/hr. (Pay Grade 3)</p> <ul style="list-style-type: none"> • National Lifeguard Service (NLS) certification issued after August 15, 2023, or be enrolled in a course or recertification that will be successfully completed by August 14, 2026. <p>Qualified Lifeguard applicants will be invited to a Wet Interview/Skills Assessment to take place in July.</p>	<p>Instructor, Aquatics - \$28.47/hr. (Pay Grade 5)</p> <ul style="list-style-type: none"> • Lifesaving Society Swim Instructor (date of issue after August 15, 2023), or be enrolled in a course or recertification that will be successfully completed by August 14, 2026, and • Bronze Cross or NLS (issued after August 15, 2023) or be enrolled in a course or recertification that will be successfully completed by August 14, 2026. <p>Qualified Instructor applicants will be invited to a Wet Interview/Skills Assessment to take place in July.</p>
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Qualified candidates may complete an **online application form** where you will be required to upload your resume and cover letter (PDFs only). We thank all applicants for their interest, however, only those selected for an interview will be contacted. In accordance with the *Municipal Freedom of Information*

and *Protection of Privacy Act*, personal information is collected under the authority of the *Municipal Act* and is used for the purpose of candidate selection.

The City of Pickering is committed to inclusive and barrier-free employment practices, and to creating a workplace that reflects and supports the diversity of the community we serve. Accommodations are available throughout the recruitment process in accordance with the *Accessibility for Ontarians with Disabilities Act*. Accessible formats and supports can be requested. For assistance, please contact the Human Resources Department at 905.420.4627 or hr@pickering.ca.

Pickering: A complete, world-class city... inclusive, connected, caring and prosperous.

