



Beach Lifeguard Supervisor #03044

City of Virginia Beach – Job Description

Date of Last Revision: December 15, 2025

FLSA Status: Non-Exempt

Pay Plan: Hourly

Grade: N/A

City of Virginia Beach Organizational Mission and Values

The City of Virginia Beach exists to enhance the economic, educational, social, and physical quality of the community and provide sustainable municipal services which are valued by its citizens.

The City of Virginia Beach organization is based upon a belief in the democratic process of government. This belief provides meaningful ways for citizens, reflecting the diversity of our City, to contribute to the development of public policy. This process is enhanced by organizational values which guide member performance within the Virginia Beach Quality Service System. These values define our desired organizational culture. We value quality customer service; teamwork; leadership and learning; integrity; commitment; and inclusion and diversity.

Class Summary

The Beach Lifeguard Supervisor will actively patrol the assigned beach areas and coordinate/oversee a team of lifeguards to ensure ocean and beach safety, high-quality proactive and reactive ocean rescue skills, preventative actions, and customer service functions. In addition to providing experienced ocean and beach surveillance, rescue, and EMS functions, the Beach Lifeguard Supervisor will work with the assigned captain to control resource allocations and coordinate activities in accordance with EMS plans and policy. The Supervisor will answer citizens' questions and concerns, provide patient care services according to protocol under general supervision, and competently perform related duties in accordance with United States Lifesaving Service Association's (USLA) best practices.

Representative Work Functions and Responsibilities

- Exercises tact, fitness, and good judgment in performance of duties and has comprehensive knowledge of the policies, procedures, and methods of proactive and reactive ocean safety, lifeguarding, EMS, and customer service.
- Monitors weather, surf, and ocean conditions within assigned area and makes adjustments to daily plan accordingly.
- Coordinates the daily activities and monitors, trains, and mentors a team of lifeguards.
- Safely operates approved beach and ocean EMS vehicles and equipment and ensures their proper working condition.
- Comprehends the City and Department structure and ensures adherence to policies and procedures; demonstrates comprehensive understanding of the City's beach ordinances, laws and regulations, and communicates the same to lifeguards and the general public.
- Demonstrates comprehensive understanding of and skills in approved water rescue methods, ocean swimming, lifesaving, and EMS care.
- Maintains control and assumes command under stressful situations.
- Demonstrates ability to develop and maintain effective communications and relationships with all departments and agencies involved in the activities of the job.
- Maintains familiarity with the beach area assigned and understanding of the varying levels of competency that beach goers have with the ocean waters.
- Performs the duties necessary to promote the safety and welfare of the general public.
- React quickly and calmly in dangerous and emergency situations.
- Use independent judgment and discretion as necessary in the performance of routine and non- routine activities.
- Accurate in telecommunications and EMS radio equipment operations.
- Perform other job duties requiring skills, knowledge and physical requirements as demanded by those duties described or less. Individual assignments will be determined by the supervisor based on the current workloads and department needs.

Performance Standards

- The Beach Lifeguard Supervisor maintains control of and takes command of beach rescue scenes; maintains high standards of subordinates' activities through training, exercises, mentoring, and evaluation.
- Exercises immediate actions to identify, communicate, and correct any unsafe conditions that occur in areas of responsibility, reporting and documenting such to the assigned EMS captain.
- Fosters and maintains high quality communication and interfaces with all City departments and divisions, co-workers, and the general public.
- Educates lifeguards and the public on City beach ordinances and safe beach and ocean practices.

- Arrives at work at scheduled locations and times ready to perform duties and adheres to City and Department policies.
- Maintains an enthusiastic, self-reliant, and self-starting approach to meet job responsibilities and accountabilities.
- Accepts management plans and effects direction to achieve the goals and objectives of same.
- Contributes to maintaining high morale among all employees; tactfully and effectively handles requests, suggestions, and complaints in order to establish and maintain goodwill.
- Demonstrates a positive image, competence, and regard to the general public and employees.

Minimum Qualifications

- Must have a High School diploma, or GED.
- Must have a current and valid driver's license.
- Three (3) summers with documented experience in ocean lifeguarding.
- 1,000 hours of documented ocean lifeguarding experience.
- Current CPR certification meeting the standard of BLS Healthcare Provider.
- Current Virginia EMT certification.
- Completion of an EVOC program.
- Completion of a Virginia approved boating education safety course.
- Must successfully pass pre-employment endurance and USLA skills testing.
- Demonstrates an ability to swim 500 meters, without equipment that enhances buoyancy or propulsion, over a measured course in ten minutes or less.
- Possesses adequate vision, hearing acuity, physical ability, and stamina to perform the duties of an open water lifeguard as documented by a medical doctor, or the doctor's designated physician's assistant or ARNP (advanced registered Nurse Practitioner).

Preferred Qualifications

- Experience in EMS.
- Released to general supervision as an ALS provider in TEMS.
- Paramedic certification.

Special Requirements

- All employees may be expected to work hours in excess of their normally scheduled hours in response to short-term department needs and/or City-wide emergencies.
- This position may require that incumbents wear and maintain appropriate personal protective equipment such as, but not limited to, respirators, steel-toed shoes, hard

hats, safety glasses, gloves, or other safety attire and equipment in designated areas of risk. Specific requirements will be determined and communicated by the employee's supervisor based on position assigned.

- This is a safety sensitive position and is subject to mandatory drug testing. Positive drug test results may result in counseling and/or discipline, up to and including, termination.
- Additional specific requirements will be determined and communicated by the employee's supervisor based on position assigned.

Working Conditions

Working conditions are intended to provide a general overview of the environmental conditions inherent in the job setting, as well as the physical, mental, and sensory requirements necessary to perform the essential functions of positions in the noted job title. A more detailed description will be made available at the position (PCN) level both internally and externally with all posted open positions.

NOTE: Per HR Policy 6.19, Americans with Disabilities, the City follows the requirements of the Americans with Disabilities Act (ADA) in all hiring and employment decisions. The City shall not discriminate on the basis of disability in its hiring and employment practices. The City shall make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the City's business.

DISCLAIMER:

This description is intended to indicate the kinds of tasks and levels of work difficulty that will be required of positions that will be given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of any supervisor to assign, direct, and control the work of employees under his or her supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.