



YMCA of the North Shore  
Job Vacancy

FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

**Title:** Inclusion Swim Instructor  
**Status:** Part Time  
**Salary:** \$18-\$22  
**Reports to:** Director of Inclusion  
**Locations:** Beverly, MA & Ipswich, MA

**Summary:** Are you a swimmer, instructor, or lifeguard with a passion for ensuring that children and adults regardless of ability have access to aquatics, safety, instruction and fun? If you have a way with people and enjoy supporting the needs of populations of diverse abilities this job may interest you!

As an Inclusion Swim Instructor you will teach swim lessons to individuals and groups modified and adapted for swimmers of varying abilities as part of a larger Inclusion department that focuses on each swimmers unique skillset at our flagship YMCAs in Beverly and/or Marblehead. The YMCA developed "Water Wise," a water safety program for children with special needs. Through this program, Inclusion Instructors support families through an intake process, customized support, and provide parent education and staff training. On a regular day you will implement inclusion curriculum following YUSA standards during swim lessons for children and adults, engage member and visitors to improve upon their experience, assess swimmers capabilities, progress swimmers through individualized lessons, and create a positive and inclusive environment.

To thrive in this role you have exceptional people skills, the ability to empathetically connect with others, and create Individual Activity Plans to progress a swimmer based on needs. A successful candidate will be compassionate, have experience and interest in working with individuals in specialized populations and be able to coach others in implementing lesson plans in private or group lessons. Additionally, you will have knowledge and experience modifying and adapting instruction, based on a wide range of abilities, developmental needs and diverse level of abilities.

**Qualifications:**

- Must be a minimum of 21 years of age
- Education or experience in Special Education, Occupational Therapy, ABA, or related field
- Interest and ability to work directly with children with physical and intellectual disabilities
- Aquatics certifications preferred but not required, training may be provided

Follow this [LINK](#) to learn apply or visit the Careers Page at [www.northshoreymca.org](http://www.northshoreymca.org)

*The YMCA is committed to a policy of nondiscrimination and equal opportunity for all employees and qualified applicants without regard to race, color, religious creed, protected genetic information, national origin, ancestry, sex, age, disability, veteran's status.*