



Poolside Assistant / Trainee Lifeguard

Application Closing Date: 9am Friday 6th November 2026

Interview Date: Week commencing 9th November 2026

Start Date: TBC

Job description

Location: Bradford, Halifax, Keighley, Craven & surrounding areas

Hours: Term time only plus 3 weeks, Monday–Friday, 8:30am–3:00pm

Wage: National Minimum Wage

Travel expectations: Regular school visits across the region; attendance at head office for meetings; some opportunities to work from home

Lead with purpose. Deliver with pride. Jump into something meaningful.

At Kanga Sports, our mission is to inspire and support all children to be the very best they can be - physically, mentally, and socially. We believe in doing things well, supporting our team, and helping every child thrive through active play and sport.

Do you want to help children build life-saving swimming skills?

Help them feel confident and safe in the water?

Be part of a fun, passionate team that's making a splash across schools in West Yorkshire?

About the Role:

Kanga Swim is on a mission to bring high-quality, engaging swimming lessons to children aged 4–11. As a lifeguard, you'll play a key part in making sure every session is safe, calm, and enjoyable.

This is a rewarding, active role working in and around our pop-up swimming pool sites across schools in the region. You'll be supporting children to develop critical water confidence while ensuring our pool spaces run smoothly.

What You'll Be Doing:

- Supervising the pool to ensure a safe environment for all children
- Supporting swim teachers and engaging positively with pupils

- Responding calmly and effectively in any emergency situations
- Helping maintain poolside cleanliness, hygiene and set-up
- Being a visible role model of professionalism and care

Person Specification

Personal Qualities

We're looking for someone who is:

- Passionate about swimming education and water safety.
- Organised, proactive and able to manage multiple priorities.
- Friendly, approachable and professional.
- An excellent communicator.
- Flexible and willing to travel.
- Positive, resilient and solution-focused.
- Committed to safeguarding and outstanding customer service.
- Passionate about improving children's lives through physical activity.

Knowledge & Experience

Essential Swim Experience

- Jump/dive into deep water
- Swim 50 metres in less than 60 seconds
- Swim 100 metres continuously on front and back
- In deep water, tread water for 30 seconds
- Surface dive to the floor of the pool
- Climb out unaided without ladder/steps and where the pool design permits

Essential

- Excellent organisational and communication skills.
- Ability to work independently and as part of a team.
- Strong customer service skills.
- Full UK Driving Licence and access to your own vehicle.

General Requirements

- Enhanced DBS check.
- Satisfactory references.
- Willingness to travel between school sites.
- Competent literacy and numeracy skills (minimum Level 2).

Training & Development

At Kanga Sports, we believe in investing in our people. You will receive:

- Fully funded NPLQ training and assessment, subject to a Training Agreement.
- Ongoing coaching and mentoring.
- External CPD and professional training.
- Regular performance reviews.
- Career progression opportunities within our growing organisation.

NPLQ Qualification & Training

As this is a **Trainee Lifeguard** position, applicants are not required to already hold a National Pool Lifeguard Qualification (NPLQ).

Kanga Sports will arrange and fund the necessary **NPLQ training and assessment** for the successful candidate.

Any offer of employment will be conditional upon the successful completion of the NPLQ qualification within the required timeframe.

As Kanga Sports will be funding this professional qualification, the successful candidate will be required to sign a **Training Agreement** before commencing the training. This agreement will set out the circumstances in which some or all of the training costs may need to be repaid if the employee leaves Kanga Sports within a specified period following completion of the qualification.

Full details of the Training Agreement, including the applicable repayment periods and amounts, will be provided before the training begins.

What We Offer

- Monday-Friday working hours (8:30am-3:00pm).
- Flexible working opportunities where appropriate.
- Competitive salary based on experience and qualifications.
- 20 days annual leave plus bank holidays.
- Company pension scheme after three months.
- Mileage expenses paid.
- Free school holiday childcare.
- Financial wellbeing support.
- A supportive, ambitious and values-driven team.
- The opportunity to shape and develop an expanding swimming programme.

Ready to jump in?

This role is pivotal to creating a safe, supportive environment where children can build life-saving water skills, grow in confidence, and enjoy learning to swim.

If you're passionate about helping children thrive in the water and want to be part of a fun, growing team, we'd love to hear from you!

Fill out our [Expression of Interest Form](#) to apply.

Kanga Sports Ltd is committed to safeguarding children and promoting the welfare of children and young people. They expect all staff and volunteers to share this commitment and will ensure that all recruitment and selection practices and procedures reflect this commitment. All successful candidates will be subject to checks by the Disclosure and Barring Service (DBS) along with other relevant employment checks.

Last updated September 26