

**Ministry of Public Works**  
Department of Parks  
Seasonal Full-Time and Seasonal Reserve Surf Lifeguards

Dynamic opportunities exist within the Department of Parks for the posts of seasonal full-time and seasonal reserve Surf Lifeguards for the 2023 Lifeguard Season from April – November. Working under the direction of the Lifeguard Superintendent, successful applicants will be responsible for assisting in the operation of the Lifeguard Service. These positions require mature, reliable persons who possess excellent public relations skills and are able to manage confidential information as per service policies.

Main duties will include, but not limited to:

- Observe aquatic activities in designated patrolled areas with a view to prevent emergency situations.
- Respond to both land and aquatic emergencies.
- Provide immediate first aid and emergency care to injured or unwell patrons.
- Compliance with the Lifeguard Service’s policies and procedures
- Inform and educate the public on beach/water safety through formal and informal contacts.
- Enforcement of the 1988 Bermuda National Parks Regulations and subsequent amendments.
- Regularly review beach safety operating procedures in addition to practicing rescue drills, resuscitation skills and engage in monthly physical assessments.
- Attendance at water safety/resuscitation workshops.
- Management and maintenance of Lifeguard equipment.
- Assisting with administrative duties of the Department of Parks when required.
- Assisting the Park Ranger Service and compliance with any other special working conditions inclusive of Emergency Measure Organization operations as it relates to the Department of Parks.

Applicants must be 16 years of age or older at time of commencing a training course in addition to being a strong swimmer, be in good health and possess a fairly high level of fitness prior to undertaking the training course. Applicants must pass the Initial Swim Assessment (ISA) of 400 meters in 8 minutes or less to be considered for the training course and seasonal employment.

Although any previous swimming, lifesaving experience or similar qualifications would be an advantage to have, it will not be accepted in lieu of attending any part of a training course or prerequisite requirements.

Selections for employment are based on successful performance in the swim assessment, interview, training course, availability for work and if necessary, an additional interview as well as Physical Assessment performance to assist with final selections.

**Recruitment Packages with applications included can be collected from and submitted to the office of the Department of Parks**, Ground Floor, Global House, 43 Church Street, Hamilton HM12. Alternatively, Recruitment Packages can be found online at [www.gov.bm/online-services/lifeguardservice](http://www.gov.bm/online-services/lifeguardservice) Please contact the Department of Parks for any additional information. Telephone: 236-5902 or E-mail: [njtrott@gov.bm](mailto:njtrott@gov.bm)

**\*Closing Date for Applications:** 3<sup>rd</sup> February 2023

| INITIAL SWIM ASSESSMENTS  |  |
|---|--|
| Date/Time:  | 29 <sup>th</sup> January & 5 <sup>th</sup> February. Assessments start promptly at 3pm |
| Where:  | Bermuda National Sports Centre – pool; located at 65 Roberts Avenue, Devonshire        |
| Dress:  | Swimming suit ( <i>changing rooms on site</i> ); goggles highly recommended            |
| Additional information regarding the Initial Swim Assessment can be found in the Recruitment Package. |  |



Department of Parks

Initial Swim Assessment

Dear Applicant,

Please find the current listed dates, times and locations of the Initial Swim Assessments (ISA) available for the 2023 Lifeguard Training Season. All new applicants for the 2023 must successfully pass one (1) ISA in order to qualify and participate in a Department of Parks' Lifeguard Training Course during the 2023 season.

| DATE  |                          | LOCATION                       | TIME |
|---|--------------------------|--------------------------------|------|
| Sunday,   | 29 <sup>th</sup> January | Bermuda National Sports Centre | 3pm  |
| Sunday,   | 5 <sup>th</sup> February | Bermuda National Sports Centre | 3pm  |
| Sunday,   | 7 <sup>th</sup> May      | Bermuda National Sports Centre | 3pm  |
| Sunday,   | 25 <sup>th</sup> June    | Bermuda National Sports Centre | 3pm  |
| POOL ADDRESS  |                          |                                |      |
| Bermuda National Sports Centre, 65 Roberts Avenue, Devonshire                               |                          |                                |      |
| <a href="http://bermudanationalsportscentre.com">http://bermudanationalsportscentre.com</a> |                          |                                |      |

Distance: 400 meters in a pool

Qualification Time: 8 minutes or less

- Anybody interested in the Lifeguard position as described in the Recruitment Instructions and is in good health and of a fairly high level of fitness are allowed to take any of the advertised Initial Swim Assessments (ISA).
- Any candidate that has any medical conditions which may impair them should consult their physician first before undertaking the ISA and subsequent training course. The Lifeguard Superintendent must be notified immediately (before the ISA) of the condition(s) if not already mentioned on your application regarding any medical conditions. "Fit for work" proof may be deemed necessary before commencing any part of the ISA or subsequent training course.
- Participants may wear goggles for the ISA. Long hair must be neatly held up/back. Swim caps may be worn. Jewellery, including body jewellery must be removed during the ISA and training course. Appropriate swim attire must be worn throughout the ISA. No wet suits allowed for the ISA.
- Successful participants of the ISA only need swim on one (1) date. Unsuccessful participants are allowed to retake any subsequent ISAs displayed above. We strongly discourage potential candidates from waiting until the last possible ISA date to attempt qualification if it can be avoided.

Lifeguard Training Course

Please find the listed dates of the two Lifeguard Training Courses currently available for the 2023 Season:

| COURSE NO.                            | DATES  | TOTAL COURSE LENGTH |
|---------------------------------------|--|---------------------|
| Training Course No.1 - NEW Candidates | 13 <sup>th</sup> – 18 <sup>th</sup> May & 23 <sup>rd</sup> – 25 <sup>th</sup> May* | 9 days              |
| Training Course No.2 - NEW Candidates | 1 <sup>st</sup> – 6 <sup>th</sup> July & 9 <sup>th</sup> – 13 <sup>th</sup> July*  | 9 days              |

*\* After 6 days of training, each course will have a scheduled 2 or 4-day break followed by a 3-day assessment and work guidance period. Candidates will be notified during the course which days they will be assessed on during this period.*

- The Lifeguard Training Course involves instruction at various locations throughout the island. Course participants are expected to provide their own means of transportation during the training course period as there will be times where planned transfers to different locations throughout the day are required. Qualifying candidates will receive a "Welcome letter" within two weeks of the corresponding course date with details including a daily agenda (with locations), dress/kit needs, etc.
- In the event that a course is oversubscribed by qualified ISA candidates for that particular course, the Lifeguard Service will strictly follow immigration guidelines (if applicable) in conjunction with Lifeguard Service seniority, availability for work and ISA performance in order to select the final training course participant group.
- Based on availability, it is possible that additional courses may be added to the season or if warranted, the above scheduled course dates may change in order to maximize course participation. Applicants will be notified of any changes.
- COVID-19:** It may be possible that the ISA and/or training course be postponed and/or canceled in order to comply with local and/or governing body standards. This has been a continuously changing situation. Please be sure to check your e-mail frequently for any updates from the Lifeguard Service.
- Please contact the Lifeguard Superintendent at your earliest convenience if you have any questions regarding the above.



GOVERNMENT OF BERMUDA  
Ministry of Public Works

---

**Department of Parks**

**2023 Lifeguard Service General Recruitment Instructions**

- 1) Applicants must be 16 years of age or older at the time of commencement of the training program.
- 2) Non-Bermudian applicants must abide by all laws set out by Bermuda's Immigration Act regarding terms of employment/seeking employment. Non-Bermudian applicants who reside outside of Bermuda must be 18 years of age or older. Please contact the Department of Immigration for any further questions regarding employment in Bermuda for non-Bermudians.
- 3) All applicants are invited to perform in an advertised Initial Swim Assessment (ISA) consisting of 400 meters in a pool which must be completed in 8 minutes or less as a prerequisite in order to be considered for any training program for the year.
- 4) Applicants must be able to jump/dive into deep water as well as be able to surface dive up to 2 meters.
- 5) Anybody in good health and of a fairly high level of fitness is allowed to take any of the advertised ISAs but must successfully pass one as a prerequisite to participate in a training course.
- 6) \*Selection for a training program is based on performance in an ISA, negative pre-employment drug test, interview, immigration status and availability for work.
- 7) The training program consists of 9 days for new applicants. **Participants are expected to be in good health and of a fairly high level of fitness prior to taking the course.** The Department of Parks' Lifeguard Training Course is physically demanding and includes lifting and swimming to set times.
- 8) At this time there are no enrollment fees in order to apply/register for our training program as candidates will be working for Lifeguard Service. Training course manuals/textbooks will be supplied by the Department of Parks. Those who successfully complete this course and are offered employment as new employees (including Reserves) to the Lifeguard Service will be given a full uniform.
- 9) Successful completion of the training course includes passing six main elements: Beach Lifeguarding Knowledge, CPR & AED, First Aid, Pool Practical, Beach Practical, and the Physical Assessment (1 mile Run followed by a 400m Swim and then a 600m Paddle Board completed consecutively. Each discipline of the Physical Assessment is to be completed in 8 minutes or less consecutively in one wave to pass).
- 10) If necessary, there may be an additional interview to assist with final selection of participants. Successful completion of the training program does not guarantee employment. Physical Assessment times may be used as a primary tool to confirm employment placement for an individual should all other requirements be met by more than one qualifying individual for a position.
- 11) Selection is then made for temporary full-time and reserve positions as beach/surf Lifeguards.
- 12) Returning Lifeguards from previous years must take a Returnee's course (consisting of but not limited to: NVBLQ Theory, First Aid, Beach component and Specialist Units- Rescue Paddle Craft, Life Support 3 and AED) and pass all assessments in order to re-qualify. This includes successfully passing the Physical Assessment prior to employment.
- 13) If you cannot be offered temporary full-time employment, you will automatically be used in the reserve Lifeguard program (this includes non-Bermudians in which immigration approval has been given to hire).
- 14) Monthly Physical Assessments are performed by all employees throughout the season to show that the standard of physical performance is being maintained. Monthly Physical Assessments may need to be carried out by individuals on days that would normally be considered their day of rest however attempts are made when possible and where appropriate to reduce the chance of this happening. Employees who do not pass their monthly Physical Assessment may be suspended without pay until further notice and may jeopardize their employment status with the Lifeguard Service.
- 15) The Lifeguard position has an immediate and significant impact upon the safety and security of the public and of fellow employees. Candidates may be subject to vetting along with drug and alcohol testing inclusive of pre-employment, random and testing for reasonable cause. All potential candidates would undergo pre-employment drug testing after successfully passing an ISA but no sooner than 90 days prior to the commencement of the training course. Returning Lifeguards must undergo pre-employment drug testing not sooner than 90 days prior to potential hire date. Refusal to take a pre-employment drug test or have a positive pre-employment drug test would result in applicants being discharged from the application/recruitment process.

- 16) Due to the nature of the Lifeguard position in providing care, it is possible for employee exposure to bodily substances. As part of our occupational safety and health standards and guidelines to prevent transmission of serious diseases, successful candidates of the training course must have their complete Hepatitis B immunization prior to being employed or agree to have it completed as part of the conditions of employment with the Department of Parks' Lifeguard Service.
- 17) Successful participants under the age of 18 will receive Reserve status only. Please note that any person 18 years of age or older MUST have a social insurance number in order to be employed with the Department of Parks' Lifeguard Service. Application forms can be downloaded from the Department of Social Insurance: <https://www.gov.bm>. Non-residents/non-Bermudians can apply upon confirmation of employment. Exemption from Social Insurance deductions may be granted to full-time students pending proof of qualification. All employees will be enrolled in to the Government Employee Health Insurance (GEHI) plan unless proof of other qualifying local coverage is provided.
- 18) In addition to submitting a completed application for employment, returning Lifeguards with a minimum of 1440hrs in combination with completing a minimum of 3 years of previous employment with the BLS wishing to apply for entry into the Senior Lifeguard Program may do so by writing in your own words on a separate document: **a)** Why you would be a suitable candidate for the Senior Lifeguard Program **b)** What you will offer to the BLS with a Senior Lifeguard promotion and **c)** What you will offer to the community at large with a Senior Lifeguard promotion. The Lifeguard Superintendent upon receipt of such documentation from qualifying candidates will respond with additional information regarding the Program.
- 19) As it is temporary work, requests for leave of any type are generally not accepted. Special situations may warrant exception however please note that all leave is unpaid.

*\*The Department of Parks' Lifeguard Service does not discriminate against any colleague or applicant for employment on the basis of race, colour, national origin, religion, sex, gender identity and/or expression, sexual orientation, age, disability or military status. The above Instructions inclusive of those organizations whom we utilize for our standards have defined conditions for certification which we mandate that candidates must meet to be considered for employment with the Department of Parks' Lifeguard Service*

**Temporary Full-time Lifeguarding**

Successful candidates will also be expected to work any 5 out of 7 days for a 40-hour work week in accordance with an approved schedule including holidays and overtime as needed. On occasion (at any given time), Lifeguards may be required to work outside of prescheduled hours to meet operational demands or in emergency situations.

**Reserve Lifeguarding**

The Reserve Lifeguard program is designed to assist the temporary full-time service on weekends, special occasions and holidays when needed as well as covering absences of temporary full-time staff. Successful participants under the age of 18 will receive Reserve status only.

Temporary full-time and Reserve Lifeguards attend the same training course and meet the same standards as well as successfully passing all assessments in order to qualify. Minimum work hours = 8 hours per month.

*As leaders in water safety, the Department of Parks has incorporated the Royal Life Saving Society (RLSS) UK's National Vocational Beach Lifeguard Qualification (NVBLQ) as our entry level standard for Lifeguarding at our National Parks. Should a new applicant possess a valid RLSS NVBLQ, please be sure to include all details of it as part of your complete application. Possession of a valid NVBLQ will not be taken in lieu of a training course (please note section 12 above). Please contact the Lifeguard Superintendent for any further information.*

**COVID-19**

It may be possible that an ISA and/or training course be postponed and/or canceled in order to comply with local and/or governing bodies regarding our Lifeguard standards. It is vital that potential candidates adhere to any local guidance/regulations regarding COVID-19.



APPLICATION FOR EMPLOYMENT: ☐ FULL-TIME ☐ RESERVE **SURF LIFEGUARD**

CHECK ONE BOX ONLY

All sections to be completed by **APPLICANT ONLY**

1a) PERSONAL DETAILS

Name: \_\_\_\_\_  
FIRST MIDDLE LAST

Date of Birth: \_\_\_\_\_ Age: \_\_\_\_\_ Female: ☐ Male: ☐  
DAY/MONTH/YEAR

Bermuda Social Insurance Number: \_\_\_\_\_  
SEE NO.17 OF RECRUITMENT INSTRUCTIONS

1b) CITIZENSHIP INFORMATION – Submit high quality colour copies of your passport displaying your picture, data page, “REGISTERED BERMUDIAN” stamp (if applicable) in addition to a copy displaying the passport front cover ☐ (CHECK AS INCLUDED)

Do you possess Bermudian status? YES ☐ NO ☐ If YES, go to 1d). If NO, do you currently reside in Bermuda? YES ☐ NO ☐. If YES, go to 1c). If NO, complete 1c) and provide your legal address outside of Bermuda in section 1d). A supplementary form will be sent to you to complete.

1c) IMMIGRATION STATUS

Please check one box only: SEE NO. 2 OF RECRUITMENT INSTRUCTIONS

☐ I am a Spouse of a Bermudian – submit a high quality copy of your marriage certificate

☐ I possess a Permanent Resident Certificate – submit a high quality copy of your certificate

☐ I have permission to Reside and Seek Employment – submit a high quality copy of your certificate

☐ I have none of the above

1d) ADDRESS AND CONTACT INFORMATION

Home/Street Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postal Code: \_\_\_\_\_

Mailing Address: IF DIFFERENT THAN ABOVE \_\_\_\_\_

\_\_\_\_\_

E-mail Address: \_\_\_\_\_

THE BLS COMMUNICATES PRIMARILY THROUGH E-MAIL FOR ADMINISTRATIVE NEEDS. THIS SECTION MUST BE COMPLETED PROVIDING AN ACTIVE E-MAIL ADDRESS

Home Telephone No: \_\_\_\_\_ Cell Telephone No: \_\_\_\_\_

Have you been employed by this Department before? YES ☐ NO ☐ If YES, provide details: \_\_\_\_\_  
POSITION(S) HELD, DATES, ETC.

2a) HEALTH STATUS – Applicants are required to be in good health and of a fairly high level of fitness.

Do you have any allergies? YES ☐ NO ☐. If YES, provide details: \_\_\_\_\_

Do you have any other medical conditions? YES ☐ NO ☐. If YES, provide details: \_\_\_\_\_

Do you require use of glasses/correctors? YES ☐ NO ☐. If YES, is your vision corrected with their use? YES ☐ NO ☐

2b) IMMUNIZATION STATUS

Date of final Hepatitis B vaccination: \_\_\_\_\_ or Never/Unknown ☐

Date of most recent Tetanus/Diphtheria (Td) vaccination: \_\_\_\_\_ or Never/Unknown ☐

3a) EDUCATION – List all institutions attended:

| Schools, Colleges, Universities attended | Full or Part-time | Entered | Left    |
|--|-------------------|---------|---------|
|  |                   | MM/YYYY | MM/YYYY |
|  |                   | MM/YYYY | MM/YYYY |
|  |                   | MM/YYYY | MM/YYYY |

ATTACH ADDITIONAL SHEET(S) IF NECESSARY

3b) QUALIFICATIONS – List all Qualifications obtained. Copies of Lifesaving (CPR/1<sup>st</sup> Aid/AED, Lifeguarding, EMT, etc.) certificates can be submitted with the completed application. **Returning Lifeguards must submit RLSS/NVBLQ award information:**

| Academic, Professional and Technical qualifications obtained (Please include any RLSS award cert names & #s) | Date Obtained |
|--|---------------|
|  | MM/YYYY       |
|  | MM/YYYY       |
|  | MM/YYYY       |
|  | MM/YYYY       |

ATTACH ADDITIONAL SHEET(S) IF NECESSARY

4) WORK EXPERIENCE – List all jobs held:

| Name of Employer | Post Held | Date Started | Date Left and Reason for Leaving |
|------------------|-----------|--------------|----------------------------------|
|                  |           | MM/YYYY      | MM/YYYY                          |
|                  |           | MM/YYYY      | MM/YYYY                          |
|                  |           | MM/YYYY      | MM/YYYY                          |
|                  |           | MM/YYYY      | MM/YYYY                          |

ATTACH ADDITIONAL SHEET(S) IF NECESSARY

5) VEHICLE/DRIVER’S LICENSE – Employees are responsible for their own means of transport to and from their designated area of work/duty. Do you have a valid Bermuda Driver’s License to operate a light, intermediate and/or heavy truck? YES ☐ NO ☐

If YES, specify which one(s) and submit a high quality copy of your license: \_\_\_\_\_

6) EMPLOYMENT AVAILABILITY – The Lifeguard Service operates generally between 1st April and the 30th November. Please be as specific as possible with your dates in the section below as it will assist with training program arrangements, recruitment selection and assignment priorities during the Season if employed.

CAN YOU COMMENCE TRAINING/WORK IN APRIL AND WORK THROUGH TO NOVEMBER? PLEASE BE AS SPECIFIC AS POSSIBLE WITH DATES IN SECTION 6

I am available to start working: \_\_\_\_\_

DAY/MONTH/YEAR

My last available day of work is: \_\_\_\_\_

DAY/MONTH/YEAR

Educational/additional commitments (if applicable): \_\_\_\_\_

I.E. DATES OF EXAMS, PRESENTATIONS, ETC. PROOF OF ATTENDANCE MAY BE REQUESTED. SEE NO.20 OF RECRUITMENT INSTRUCTIONS

7) PROFESSIONAL REFERENCES – Provide TWO references (I.e. current/former employer, advisor, supervisor, teacher), NOT relatives or members of the Legislature; that can be contacted in reference to this application. Please ensure that all contact details are current:

Name: \_\_\_\_\_

FIRST

MIDDLE (OPTIONAL)

LAST

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Telephone No: 1) \_\_\_\_\_ 2) \_\_\_\_\_

(OPTIONAL)

E-mail Address: \_\_\_\_\_

Name: \_\_\_\_\_

FIRST

MIDDLE (OPTIONAL)

LAST

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Telephone No: 1) \_\_\_\_\_ 2) \_\_\_\_\_

(OPTIONAL)

E-mail Address: \_\_\_\_\_

8a) HAVE YOU EVER BEEN CONVICTED BY A COURT OF LAW? YES ☐ NO ☐ If YES, provide details: \_\_\_\_\_

INCLUDE ANY CURRENT CONDITIONS THAT ARE IN PLACE STEMMING FROM THE CONVICTION(S). ATTACH ADDITIONAL SHEET(S) IF NECESSARY

8b) SAFETY – Employees of the Department of Parks’ Lifeguard Service are required to work island-wide. Are you able to work in ALL areas of Bermuda? YES ☐ NO ☐

9) EMERGENCY CONTACT INFORMATION – Provide contact information for one individual in Bermuda (over the age of 18) that can be contacted at any time in the event of an emergency:

Name: \_\_\_\_\_

FIRST

MIDDLE (OPTIONAL)

LAST

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Telephone No: 1) \_\_\_\_\_ 2) \_\_\_\_\_

E-mail Address: \_\_\_\_\_

10) NOTICE TO APPLICANTS – I CERTIFY, to the best of my knowledge, that the information contained in the application is true and of factual record. I understand that should the information prove to be incorrect or misleading, the appointment whether offered or in effect may be cancelled and result in immediate discharge. I have read the Recruitment Instructions and have sought out clarification from the Department of Parks for any points of query inclusive of any COVID-19 controls. Having read the Recruitment Instructions, I understand that refusal to take a pre-employment drug test or have a positive pre-employment drug test will result in applicants not being hired. I understand that the completion of this application does not constitute an offer of employment. I hereby authorize and give consent to the Government of Bermuda (Department of Parks) to conduct security/police vetting and obtain reference information from my listed references for the purpose of assessment of my competence and suitability for the position applied for.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

DAY/MONTH/YEAR

Parent’s Signature: \_\_\_\_\_ Date: \_\_\_\_\_

REQUIRED IF APPLICANT IS UNDER 18

DAY/MONTH/YEAR

Additional Notes:

a) Resumes and Passport documentation (1b) should accompany this application upon submission. Any other additional information (3b,5) is welcome

b) Only completed applications should be addressed to the attention of the LIFEGUARD SUPERINTENDENT and submitted by either of the following methods:

- BY HAND/COURIER: Department of Parks, Ground Floor, Global House, 43 Church Street, Hamilton HM12, BERMUDA

- BY E-MAIL: NJTROTT@GOV.BM

c) Which Initial Swim Assessments (ISA) can we expect to see you participate in? ☐ 29th Jan 5th Feb 7th May ☐ 25th Jun





SUPPLEMENTARY FORM A: UNIFORM SIZING DETAILS

All sections to be completed by **APPLICANT ONLY**

1) PERSONAL DETAILS

Name:  FIRST  MIDDLE  LAST

Date of Birth:  DAY / MONTH / YEAR Age:  Male: ☐ Female: ☐

2) TEE-SHIRT – UNISEX

Lifeguard staff tee; cotton or polyester unisex

|                          |    |                          |     |                          |    |                          |    |
|--------------------------|----|--------------------------|-----|--------------------------|----|--------------------------|----|
| <input type="checkbox"/> | SM | <input type="checkbox"/> | MED | <input type="checkbox"/> | LG | <input type="checkbox"/> | XL |
|--------------------------|----|--------------------------|-----|--------------------------|----|--------------------------|----|

PLEASE SELECT (v) ONE SIZE ONLY

3) SWEATSHIRT/JACKET – UNISEX

Lifeguard staff sweatshirt or jacket; polyester/cotton/nylon blends

|                          |    |                          |     |                          |    |                          |    |
|--------------------------|----|--------------------------|-----|--------------------------|----|--------------------------|----|
| <input type="checkbox"/> | SM | <input type="checkbox"/> | MED | <input type="checkbox"/> | LG | <input type="checkbox"/> | XL |
|--------------------------|----|--------------------------|-----|--------------------------|----|--------------------------|----|

PLEASE SELECT (v) ONE SIZE ONLY

4) SWIMSUIT – WOMEN’S

Lifeguard **TYR** full (1) piece or two (2) piece; durafast lite/polyester/spandex/lycra/nylon

|                          |         |                          |        |                          |        |                          |        |                          |         |
|--------------------------|---------|--------------------------|--------|--------------------------|--------|--------------------------|--------|--------------------------|---------|
| <input type="checkbox"/> | 30 (XS) | <input type="checkbox"/> | 32 (S) | <input type="checkbox"/> | 34 (M) | <input type="checkbox"/> | 36 (L) | <input type="checkbox"/> | 38 (XL) |
|                          | 0/2     |                          | 4/6    |                          | 8      |                          | 10/12  |                          | 14/16   |

PLEASE SELECT (v) ONE SIZE ONLY

5) SHORTS – WOMEN’S (Cover) BOARD SHORT

Lifeguard board short; nylon with Teflon finish; elastic waistband with drawstring for adjustable fit (3” inseam)

|                          |              |                          |               |                          |              |                          |              |
|--------------------------|--------------|--------------------------|---------------|--------------------------|--------------|--------------------------|--------------|
| <input type="checkbox"/> | SM (28-30in) | <input type="checkbox"/> | MED (31-32in) | <input type="checkbox"/> | LG (33-34in) | <input type="checkbox"/> | XL (35-36in) |
|--------------------------|--------------|--------------------------|---------------|--------------------------|--------------|--------------------------|--------------|

PLEASE SELECT (v) ONE SIZE ONLY

6) SHORTS – MEN’S PRO SHORT

Lifeguard pro short; nylon with Teflon finish; elastic waistband with drawstring (5.5” inseam)

|                          |              |                          |               |                          |              |                          |              |
|--------------------------|--------------|--------------------------|---------------|--------------------------|--------------|--------------------------|--------------|
| <input type="checkbox"/> | SM (28-30in) | <input type="checkbox"/> | MED (31-32in) | <input type="checkbox"/> | LG (33-34in) | <input type="checkbox"/> | XL (35-36in) |
|--------------------------|--------------|--------------------------|---------------|--------------------------|--------------|--------------------------|--------------|

PLEASE SELECT (v) ONE SIZE ONLY

7) SHORTS – MEN’S BOARD SHORT

Lifeguard board short; nylon with Teflon finish; elastic waistband with drawstring for adjustable fit (8 ½” inseam)

|                          |              |                          |               |                          |              |                          |              |
|--------------------------|--------------|--------------------------|---------------|--------------------------|--------------|--------------------------|--------------|
| <input type="checkbox"/> | SM (28-30in) | <input type="checkbox"/> | MED (31-32in) | <input type="checkbox"/> | LG (33-34in) | <input type="checkbox"/> | XL (35-36in) |
|--------------------------|--------------|--------------------------|---------------|--------------------------|--------------|--------------------------|--------------|

PLEASE SELECT (v) ONE SIZE ONLY

8) SWIM FINS– UNISEX

Rubber power fin for Lifeguard daily use. Sizes in brackets (number sizes) depict regular men’s shoe size. Please note that **women should select one “number” size down** from the below options.

|                          |          |                          |            |                          |            |                          |               |
|--------------------------|----------|--------------------------|------------|--------------------------|------------|--------------------------|---------------|
| <input type="checkbox"/> | XS (3-4) | <input type="checkbox"/> | SM (5-6)   | <input type="checkbox"/> | MED (7-8)  | <input type="checkbox"/> | MED/LG (9-10) |
|                          |          | <input type="checkbox"/> | LG (11-12) | <input type="checkbox"/> | XL (13-14) |                          |               |

PLEASE SELECT (v) ONE SIZE ONLY

9) CAP – UNISEX

Lifeguard FlexFit cap

|                          |                     |                          |                      |
|--------------------------|---------------------|--------------------------|----------------------|
| <input type="checkbox"/> | S/M (6 3/4 – 7 1/4) | <input type="checkbox"/> | L/XL (7 1/8 – 7 5/8) |
|--------------------------|---------------------|--------------------------|----------------------|

PLEASE SELECT (v) ONE SIZE ONLY

10) WIDE-BRIM HAT – UNISEX

Lifeguard wide brim hat

|                          |                 |                          |                      |
|--------------------------|-----------------|--------------------------|----------------------|
| <input type="checkbox"/> | S/M (7 – 7 3/8) | <input type="checkbox"/> | L/XL (7 3/8 – 7 3/4) |
|--------------------------|-----------------|--------------------------|----------------------|

PLEASE SELECT (v) ONE SIZE ONLY

Additional Notes:

- a) Lifeguards once offered employment will have the opportunity to try on kit for final sizing.
- b) We have found that some female employees that prefer wearing a two-piece swim suit as part of their duty uniform have had to mix and match sizes (tops & bottoms) in order to find an appropriate fit. Please list your full (1) piece size on 4) if you feel that you may fall in this category. Again; Lifeguards will have the opportunity to try on kit.
- c) Any questions regarding sizing above can be e-mailed directly to the Lifeguard Superintendent at **NJTROTT@GOV.BM**



**SUPPLEMENTARY FORM B: CONSENT STATEMENT FROM PARENT/LEGAL GUARDIAN FOR YOUNG PERSONS (under 18 years of age)**

All sections to be completed by **PARENT/LEGAL GUARDIAN ONLY**

While there are other professions that can also be regularly exposed to serious incidents, Lifeguarding could be considered unique in that it is a profession that has traditionally regularly employed “*teenagers*” and requires them to make split second decisions that can ultimately have life and death consequences.

The Department of Parks’ Lifeguard Service maintains that the safety of our employees is one of our top priorities. We firmly believe that the protection of **young persons** (under 18 years of age) is part of that priority and it is our business to ensure that parents/legal guardians are aware of their child’s intent with us- the potential employer.

We employ qualified Lifeguards as young as 16 years and require the written permission of a parent or legal guardian of a young person (under the age of 18) to allow them to participate in our training course and become gainfully employed seasonally (8 months or less) if selected/offered employment.

Please note that Lifeguards under the age of 18 if hired by the Department of Parks; will be offered **Reserve** status only. This means that they are not guaranteed a 40 hour work week. Those positions known as “*full-time seasonal*” positions which guarantee a 40 hour work week will be retained for those 18 years of age and older. In addition to ensuring better practices with employment standards for those under the age of 18; this policy assists our younger employees with being introduced to responsibilities and accountabilities that ultimately involve life and death consequences. It also means that we can indirectly provide a more accommodating and nurturing introduction to Lifeguarding life while still preserving the significance and sense of belonging with the profession.

*\*Part of safeguarding those under the age of 18 is also ensuring that we encourage **you** the parent to have open dialogue with your child regarding the job to assure that we ultimately provide your son or daughter with a meaningful and rewarding experience working as a Lifeguard here in Bermuda. We urge you to talk with them daily regarding their day at work. Please contact the Lifeguard Superintendent if you have any questions or concerns.*

**PARENT/LEGAL GUARDIAN CONTACT INFORMATION** - Required only if different than listed on Section 9 of the Application under Emergency Contact Information:

Name: \_\_\_\_\_  
FIRST MIDDLE (OPTIONAL) LAST

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Telephone No: 1) \_\_\_\_\_ 2) \_\_\_\_\_

E-mail Address: \_\_\_\_\_

**NOTICE TO PARENT/LEGAL GUARDIAN** – By signing below; I CERTIFY that I am aware of my child’s intent to participate in the Department of Parks’ Lifeguard Service training course. I have read through the Lifeguard Service General Recruitment Instructions and to the best of my knowledge, believe that the content contained in my child’s application is a true and factual record including that he or she is fit to participate otherwise a medical practitioner would have been consulted. I understand the above and therefore certify that I give informed consent for my child to participate with our program and related activities inclusive of workplace immunization programs (if applicable) and pre-employment drug testing as it relates to the Lifeguard training course and seasonal employment as a Lifeguard with the Department of Parks if offered:

Parent/Legal Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
DAY/MONTH/YEAR

Parent/Legal Guardian (Print Name): \_\_\_\_\_

Candidate’s Name (Print Name): \_\_\_\_\_