



## High Sierra Pools - General SOA - Lifeguard

### HOST INFORMATION

**Company Description:**

**Please go to Arrival Information for details on which location you may work at! We find the location that is the best fit for you upon hiring!**

High Sierra Pools makes pools safe, fun, and enjoyable! A summer with us perfectly blends work, travel, and fun. High Sierra Pools provides a once-in-a-lifetime experience, featuring excellent work environments, convenient housing locations, company trips, and limitless opportunities for cultural exchange. Here's why a summer work travel program with High Sierra Pools is an awesome opportunity:

**Learn New Skills**

As a lifeguard, you'll receive top-notch training in water safety, first aid, CPR, emergency response, and other valuable skills. You'll also help manage pool safety and water quality.

**Cultural Exchange and Making New Friends**

Meet people from around the world, engaging in cultural exchange. Connect with the local community and make new friendships. Be a proud Representative of your country!

**Great Pay and Perks**

Enjoy competitive pay and subsidized housing, allowing you to save money.

**Explore New Places**

Work in exciting East Coast locations like Massachusetts, Maryland, Virginia, D.C., and more. On days off, explore local attractions.

**Be Part of a Fun, Social Team**

Build lifelong friendships with fellow lifeguards and enjoy planned trips like amusement parks, beach days, and the Lifeguard Olympics.

**Boost Your Resume**

Get valuable experience managing a pool, gaining responsibility, and handling emergencies. These skills are great for any career!

**Host Website:** <https://highsierrapools.com/>

**Site of Activity:** High Sierra Pools - General SOA

**Parent Account Name:** High Sierra Pools

**Host Address:** 8710 Cameron Street Silver Spring , Maryland , 20910

**Nearest Major City:** Washington , District Of Columbia , Less than 50 miles away

### PLACEMENT INFORMATION

**Job Description:**

**WE ARE HIRING REGIONALLY!** During your interview, we will decide where in VA you'll be working.

Monitors activities in swimming areas to prevent, recognize, and manage accidents in and around the swimming pool; maintains pool facility, including water quality, and ensures a positive experience by performing the following:

*Essential Duties and Responsibilities include (not limited to):*

- 1. Constantly monitors and regulates the behavior of patrons and co-workers to prevent unsafe activities and accidents.*
- 2. Warns patrons of safety hazards*
- 3. Displays a positive and courteous attitude when enforcing pool rules and regulations*
- 4. Recognizes and responds to emergencies according to the American Red Cross Standards; executes rescues and First Aid, including spinal injury management and cardiopulmonary resuscitation (CPR)*
- 5. Prepares the pool area for opening and closing each day*
- 6. Supervises all facility activities and controls entry to the facility by monitoring the use of pool and guest passes*
- 7. Keeps aquatic facilities clean, including the deck, restrooms, changing facilities, tiles, skimmers, windows, guardroom, and trash receptacles; tasks vary by individual worksite*
- 8. Be rescue-ready at all times. Wear a lifeguard uniform, hold a rescue tube with its strap across the chest, carry a hip pack and a whistle, and wear sun protection and sunglasses (if outside). Practice skills frequently to be ready and confident to protect the people in the water and to render aid when necessary.*
- 9. Be positioned to protect the entire zone of responsibility. Be in an elevated chair or platform, or be standing or patrolling at the edge of the pool to see all parts of the assigned zone, including the bottom of the pool. If it is not possible to see any area because of glare or obstruction, move the position to be able to see the entire zone. Before taking the position and after relieving, do a thorough check of the assigned zone, making sure the bottom of the pool is clear.*
- 10. Be singularly focused. Never be distracted by personal or secondary activities. This includes texting, talking on a cell phone, reading, eating, conversing unnecessarily, moving lane lines, conducting water quality checks, or cleaning up the deck while on scanning duty.*
- 11. Assists in the control of water quality, operation of pool filtration system, and water testing, including recording chemical readings hourly*
- 12. Meets minimum swimming requirement for American Red Cross Lifeguarding certification or American Red Cross Shallow Water Lifeguarding certification*
- 13. Demonstrates a high level of customer service; responds to and resolve concerns/complaints from customers*
- 14. Keeps supervisor/manager informed of situations related to facility operation, patron complaints or concerns, or emergencies*
- 15. Participates in or conducts swim lesson sessions offered by High Sierra Pools, as assigned*
- 16. Orders and restock supplies for the pool area and restrooms*
- 17. Performs all duties in a safely*

**Typical Schedule:**

*Will generally work 8-10-hour shifts, 5-6 days per week. Half or partial shifts may also be scheduled. A typical lifeguard shift is 11 AM - 7 PM. This is a example, NOT promised shift.*

**Seasonal changes to job duties or available hours:** Yes

*Some sites may have limited hours in May, June, and August due to American schools being in session; increased hours will be scheduled in other weeks to balance this.*

**Drug Test required:** No

## COMPENSATION

**Hourly Wage:** \$16

**Eligible for Tips:** No

**Estimated weekly wages including tips:** \$768

**Bonus:** No

*\* All figures above are pre-tax*

**Estimated average number of hours per week:** 48

**Estimated minimum number of hours per week:** 48

**Estimated maximum number of hours per week:** 56

**Potential fluctuation in hours per week:**

The employee will generally work 8-10-hour shifts, 5-6 days per week. Half or partial shifts may also be scheduled. A typical lifeguard shift is, for example, 11 AM - 7 PM.

**Average number of hours per week reached by last year's seasonal employees:** 50

**Overtime Policy:**

Yes, paid after 40 hours

## JOB REQUIREMENTS

**English Level required:**



**Upper-Intermediate**

**Required to be 21+:** No

**Previous Experience required:** No

**Qualifications & Conditions**

Swimming

**Description:**

All High Sierra Pools Lifeguards must be certified by the American Red Cross Standing for entire shift

Working outdoors

Working under direct sunlight

**Need to wear uniform:** Yes

**Uniform Policy:**

Jacket, 2 shirts, shorts/swimsuit, whistle, hip pack, hat

Cost of uniform: \$75

Uniform laundry: Participant responsibility

**Dress Code:** Yes

**Description:**

Employees are expected to practice daily hygiene and present a neat, clean, well-groomed appearance. The HSP uniform must be worn while working, including wearing the hip pack with current certifications inside. During inclement weather days, the employee may supply solid-color sweatpants or windbreaker pants, and a long-sleeved t-shirt to wear under the uniform; other personal clothing is not permitted, and no alterations may be made to the uniform.

## CULTURAL OPPORTUNITIES

**Types of Cultural Opportunities:**

Trips to Nearby/Major Attractions, Will provide information about Events, Local Resources, Attractions/Sites, Local Community, Sporting Events, Company Parties, Trips to Major City, Ocean City outing, Baseball Game Outing, Whale Watch, Zoo Trips, Six Flags Trip, Water County Visit, Lifeguard Olympics, Soccer Tournament

### **Additional Details about Cultural Offerings:**

We offer cool cultural events during the summer! Read the bi-weekly Sierran employee newsletter. HSP events include activities such as a **baseball game outing, beach trip, Lifeguard Olympics, etc.** Follow us at @highsierrapools on Facebook and @mylifeguardsummer on Instagram for company events.

### **Local Cultural Offering:**

**Community Discounts:** <https://www.visitvirginia.com/>;

**Festivals:** <https://www.visitvirginia.com/events>;

**Student groups:** University sites, Facebook, Meetup, libraries.

## HOUSING AND TRANSPORTATION

**Housing Provided:** Yes. Employer Guarantees employer - owned or employer - arranged housing to all hired participants. Required to stay.

### **Employer-owned or employer-arranged housing description:**

**GENERAL HOUSING CONDITIONS:** 2-3 people per bedroom / 2-3 bedrooms per apartment / 1-2 bathrooms per apartment: High Sierra Pools provides housing only for active company employees and, in the extended season, for employees who are still working. Company housing is located in residential apartment buildings. High Sierra charges different rents for Summer Work Travel participants living in different areas. High Sierra Pools subsidizes a portion of the rent and other costs (short-term rental fees, application fees, amenity fees, utilities, early lease termination fees, etc.) to make the housing affordable for our SWT employees. The apartments are partially furnished, including a TV and a TV stand, a coffee table, a sofa, a foldable table, chairs, lamps, kitchen appliances and cookware, basic kitchen utensils and cutlery, a microwave, new air mattresses, new bedsheets, a pillow, and a telephone for local and toll-free calls. Basic move-in sanitary supplies will be provided in each apartment. Employees are responsible for restocking all sanitary and essential supplies, such as dish soap, hand soap, cleaning products, toilet paper, paper towels, etc. Laundry facilities are available on-site and may require payment (coin or card-operated); employees are responsible for any such payments. To ensure adequate apartment temperature and humidity levels during the hot summer months, the AC in each apartment must be set to run continuously at a range of 68-74°F. Complimentary internet is provided in each apartment. All calls from apartment and pool phones to countries outside the U.S. must be made using a prepaid calling card or Internet service; employees are responsible for the cost of international calls made without these. Utilities and other fees are included in the housing cost. Employees must return all keys, access fobs, and parking stickers at the end of their stay or assignment to a particular apartment, either by leaving them in the apartment or returning them to the HSP office the same day (not to the apartment property). Fees to replace lost or unreturned keys, access fobs, etc., will be deducted from the housing deposit. HSP is not responsible for lost or stolen items in the apartments or worksites. Lifeguards should safeguard money and valuables. **ROOMMATES EXPECTATIONS AND CONCERNS:** High Sierra Pools provides housing only for active company employees and, in the extended season, for employees who are still working. Company housing is located in residential apartment buildings. High Sierra charges different rents for Summer Work Travel participants living in different areas. Housing rents depend highly on the length of the housing lease and its seasonality. High Sierra Pools subsidizes a portion of the rent and other costs (short-term rental fees, application fees, amenity fees, utilities, early lease termination fees, etc.) to make the housing affordable for our SWT employees. The apartments are partially furnished, including a TV and a TV stand, a coffee table, a sofa, a foldable table, chairs, lamps, kitchen appliances and cookware, basic kitchen utensils and cutlery, a microwave, new air mattresses, new bedsheets, a pillow, and a telephone for local and toll-free calls. Employees are responsible for supplying any condiments and laundry essentials. Basic move-in sanitary supplies will be provided in each apartment. Laundry facilities are available on-site and may require payment (coin or card-operated); employees are responsible for any such payments. To ensure adequate apartment temperature and humidity levels during the hot summer months, the AC in each apartment must be set to run continuously at a range of 68-74°F. All windows must be closed while the AC is on, including the balcony door (if any). Complimentary internet is provided in each apartment; employees will be notified of plan details (in some areas, speed might be reduced after a certain amount of usage). All calls from apartment and pool phones to countries outside the U.S. must be made using a prepaid calling card or Internet service; employees are responsible for the cost of international calls made without these. Utilities and other fees are included in the housing cost. Employees must return all keys, access fobs, and parking stickers at the end of their stay or assignment to a particular apartment, either by leaving them in the apartment or returning them to the HSP office the same day (not to the apartment property). This includes temporary stays during certification. Fees to replace lost or unreturned keys, access fobs, etc., will be deducted from the housing deposit. HSP is not responsible for lost or stolen items in the apartments or worksites. Lifeguards should safeguard money and valuables. - Apartments will be assigned upon participants' arrival, and they will be provided with the address of their housing. More information can be found in the 2026 Summer Work Travel Housing Agreement.

**Lease Agreement:** Yes

**Onsite Amenities:**

WiFi: Yes

Description:

Complimentary internet is provided in each apartment; employees will be notified of plan details (in some areas, speed might be reduced after a certain amount of usage).

Phone Service: Yes

Description:

Telephone for local and toll-free calls is provided in each apartment.

Kitchen facilities: Yes

Description:

Kitchen appliances and cookware, basic kitchen utensils and cutlery, microwave.

Laundry facilities: Yes

Description:

Laundry facilities are available on-site and may require payment (coin or card-operated); employees are responsible for any such payments.

### **Occupancy Requirements for Provided Housing:**

Minimum Occupancy Per Room: 2

Maximum Occupancy Per Room: 3

Suggested Occupancy Per Room: 2 - 3

Rooming Arrangement Description:

HSP will try to house up to three friends together if they arrive by May 22, 2026. For arrivals between May 24 and June 15, up to two friends may be housed together based on availability. Larger groups may be split into smaller groups in the same area. Roommate requests must be made before the job offer, with all participants' consent. Mixed-gender housing may be assigned; same-gender requests must be emailed to [usa@highsierrapools.com](mailto:usa@highsierrapools.com) before the job offer and are subject to availability.

### **Provided Housing Cost:**

Required to Pay for Provided Housing: Yes

Cost per Week: \$185

Housing Cost Deducted from Paychecks: Yes

Utilities Costs: No

Housing Deposit: Yes

Cost: \$350

Description:

High Sierra Pools requires a deposit of \$350 to secure the employees' place in housing and to guard against potential damages and violations of the housing agreement. The housing deposit is due upon arrival. The employee may choose to have the housing deposit deducted from paychecks.

Housing Deposit Refundable: Yes

Conditions for Deposit Refund:

To receive the refundable deposit part, which is up to \$200, employees must complete the employment and housing agreements, return the apartment in move-in condition, avoid extra fees, not allow overnight guests, move out on time, and return all keys, fobs, and parking stickers to HSP the same day.

Details About Deposit Refund:

The refundable portion of the housing deposit will be returned after rental properties refund deposits to HSP. Checks will be issued in December 2026 and sent to the employee's W&T Agency. Additional steps will be provided to help employees deposit

refund checks into their U.S. bank accounts.

### **Transportation to Worksite:**

#### *Walking Commute Time*

*Estimated commute time: 30 to 45 minutes*

*Description: The typical commute time may also deviate based on their skills and agility.*

#### *Biking*

*Estimated commute time: 30 to 45 minutes*

*Bicycles are provided free of charge: No*

*Bicycles are not provided: No*

*Bicycles are available to rent: Yes*

*Estimated cost: \$200*

*Total: Yes Per Day: No*

*Description: The typical commute time may be longer depending on the employee's transportation method, chosen route, or peak traffic times. The typical commute time may also deviate based on their skills and agility.*

#### *Employer-Provided Transportation*

*Estimated commute time: 30 to 45 minutes*

*Estimated cost: \$0*

*Description: In a few cases, employees may ride in a shared vehicle, and the cost of gas will be split between employees.*

#### *Local Bus, Subway or Train*

*Estimated commute time: 30 to 45 minutes*

*Estimated cost: \$14*

*Total: No Per Day: Yes*

*Description: The one-way transportation cost ranges from \$5 to \$7 one way. The DASH bus runs numerous routes on weekdays, weekends, and holidays. Monthly passes are available, and many homes are located near convenient bus stops.*

## ARRIVAL INFORMATION

### **Arrival Instructions:**

High Sierra Pools will provide arrival pickup within the metro area of the employee's work location. For the best arrival experience, it is recommended that employees arrive between May 15 and May 20. That will allow enough time for the employees to settle in their accommodation and get familiar with their work location. HSP will email detailed arrival instructions to the employee in mid-April with credentials to access the High Sierra Pools Portal. The employee is responsible for updating the HSP Portal with his or her flight information and full arrival details at least two weeks before the arrival date. Late or incomplete information may result in one or several actions: change of job placement, change of apartment and roommate assignment, or cancellation of the job offer.

### **The peak Arrival period is May 15 - June 7:**

During this period, High Sierra Pools will pickup employees:

- Monday to Sunday with scheduled arrival at a pickup location between 9 AM and 11 PM

High Sierra Pools will provide arrival pickup from the following locations:

- Ronald Reagan Washington National Airport (DCA)

- Virginia Square-GMU Metro Station\* located in Arlington, VA

- Union Station Washington, D.C. - Buses and trains, including Amtrak, MARC, Greyhound, and more.

\*The pickup location for employees arriving at Dulles International Airport (IAD) is Virginia Square-GMU Metro Station. The pickup WILL BE PROVIDED to employees whose scheduled arrival at IAD is Monday - Sunday between 9 AM - 11 PM. Upon arrival at IAD, employees should call or message the HSP arrival number (which will be provided in the detailed arrival instructions) and then take the Metro's Silver Line train to the Virginia Square-GMU Metro Station for pickup.

Lifeguards will be picked up, taken to the HSP office for paperwork processing, and placed in an apartment that day. Based on the arrival date and time, lifeguards may be placed in a temporary apartment for up to a few days. Lifeguards who have not completed the certification course will stay in temporary apartments near our training facilities until the class is completed.

If you have any questions while traveling, or if your arrival is delayed, you should contact us using the HSP Arrival numbers (which will be provided in the detailed arrival instructions) OR email us at [usa@highsierrapools.com](mailto:usa@highsierrapools.com).

#### **ARRIVAL INSTRUCTIONS – OFF-PEAK Arrival Period: May 11-14 and June 8-26:**

High Sierra Pools will provide arrival pickup within the metro area of the employee's work location. HSP will email detailed arrival instructions to the employee in mid-April with credentials to access the High Sierra Pools Portal. The employee is responsible for updating the HSP Portal with his or her flight information and full arrival details at least two weeks before the arrival date. Late or incomplete information may result in one or several actions: change of job placement, change of apartment and roommate assignment, or cancellation of the job offer.

The Off-Peak Arrival period is May 11-14 and June 8-26. During this time, High Sierra Pools will pickup employees:

- Monday to Friday with scheduled arrival at a pickup location between 9 AM and 6 PM

- Saturday with scheduled arrival at a pickup location between 10 AM and 2 PM

- High Sierra Pools will NOT PICKUP on Sundays

High Sierra Pools will provide arrival pickup from the following locations:

- Ronald Reagan Washington National Airport (DCA)

- Virginia Square-GMU Metro Station\* located in Arlington, VA

- Union Station Washington, D.C. – Buses and trains, including Amtrak, MARC, Greyhound, and more.

\*The pickup location for employees arriving at Dulles International Airport (IAD) is Virginia Square-GMU Metro Station. The pickup WILL BE PROVIDED to employees whose scheduled arrival at IAD is Monday – Friday between 9 AM – 7 PM OR Saturday between 10 AM – 2 PM. Upon arrival at IAD, employees should call or message the HSP arrival number (which will be provided in the detailed arrival instructions) and then take the Metro's Silver Line train to the Virginia Square-GMU Metro Station for pickup.

Lifeguards will be picked up, taken to the HSP office for paperwork processing, and placed in an apartment that day. Based on the arrival date and time, lifeguards may be placed in a temporary apartment for up to a few days. HSP strictly discourages participants from arriving with flights landing after 4 PM. Lifeguards who have not completed the certification course will stay in temporary apartments near our training facilities until the class is completed.

If you have any questions while traveling, or if your arrival is delayed, you should contact us using the HSP Arrival numbers (which will be provided in the detailed arrival instructions) OR email us at [usa@highsierrapools.com](mailto:usa@highsierrapools.com).

#### **ARRIVAL INSTRUCTIONS – Arrival Period BEFORE May 11 and AFTER June 26**

High Sierra Pools will provide arrival pickup within the metro area of the employee's work location. HSP will email detailed arrival instructions to the employee in mid-April with credentials to access the High Sierra Pools Portal. The employee is responsible for updating the HSP Portal with his or her flight information and full arrival details at least two weeks before the arrival date. Late or incomplete information may result in one or several actions: change of job placement, change of apartment and roommate assignment, or cancellation of the job offer.

Arrival BEFORE May 11 and AFTER June 26 must be requested at least two weeks in advance by emailing [usa@highsierrapools.com](mailto:usa@highsierrapools.com). If the request is approved, High Sierra Pools will pickup employees:

- Monday to Friday with scheduled arrival at a pickup location between 10 AM and 2 PM

- High Sierra Pools will NOT PICKUP on Saturdays and Sundays

High Sierra Pools will provide arrival pickup from the following locations:

- Ronald Reagan Washington National Airport (DCA)

- Virginia Square-GMU Metro Station\* located in Arlington, VA

- Union Station Washington, D.C. – Buses and trains, including Amtrak, MARC, Greyhound, and more.

\*The pickup location for employees arriving at Dulles International Airport (IAD) is Virginia Square-GMU Metro Station. The pickup WILL BE PROVIDED to employees whose scheduled arrival at IAD is Monday – Friday between 9 AM – 2 PM. Upon arrival at IAD, employees should call or message the HSP arrival number (which will be provided in the detailed arrival instructions) and then take the Metro's Silver Line train to the Virginia Square-GMU Metro Station for pickup.

Lifeguards will be picked up, taken to the HSP office for paperwork processing, and placed in an apartment that day. Based on the arrival date and time, lifeguards may be placed in a temporary apartment for up to a few days. Lifeguards who have not completed the certification course will stay in temporary apartments near our training facilities until the class is completed.

Employees whose scheduled arrival is outside the pickup times may arrive at the HSP office Monday – Friday between 9 AM – 5:30 PM.

If you have any questions while traveling, or if your arrival is delayed, you should contact us using the HSP Arrival numbers (which will be provided in the detailed arrival instructions) OR email us at [usa@highsierrapools.com](mailto:usa@highsierrapools.com).

#### **Suggested Arrival Airport:**

Raegan International Airport, DCA, Less than 10 miles

Dulles International Airport, IAD, Less than 50 miles

**Estimated cost of transportation to worksite from suggested airports:** \$0 to \$25

**If arriving after regular hours:**

**Suggested After-Hours Accommodation:**

*Holiday Inn Washington-Dulles*

*45425 Holiday Dr*

*Sterling , Virginia 20166*

*[https://www.ihg.com/holidayinn/hotels/us/en/dulles/wasda/hoteldetail?cm\\_mmc=GoogleMaps\\_-HI\\_-US\\_-WASDA](https://www.ihg.com/holidayinn/hotels/us/en/dulles/wasda/hoteldetail?cm_mmc=GoogleMaps_-HI_-US_-WASDA)*

*(703) 471-7411*

*\$100 to \$150*

*Holiday Inn National Airport/Crystal City, an IHG Hotel*

*2650 Richmond Hwy*

*Arlington , Virginia 22202*

*<https://www.ihg.com/holidayinn/hotels/us/en/arlinton/wasdc/hoteldetail>*

*(703) 684-7200 Compare prices*

*\$100 to \$150*

## TRAINING AND ONBOARDING

**Pre-Arrival Onboarding:** Yes

Participants have access to their Applicant Portal page where they must log in and submit any missing information. If certain details, such as visa appointment dates or arrival information, are not available at this time, participants should return to their portal and update it as soon as the information becomes available. Please note that some fields in the portal are locked and cannot be edited by participants. If they notice any errors in the locked fields, they should contact [usa@highsierrapools.com](mailto:usa@highsierrapools.com) or their agency/recruiter. HSP will email detailed arrival instructions to the employee in mid-April with credentials to access the High Sierra Pools Applicant Portal page. The employee is responsible for updating the HSP Portal with his or her flight information and full arrival details at least two weeks before the arrival date. Late or incomplete information may result in one or several actions: change of job placement, change of apartment and roommate assignment, or cancellation of the job offer.

**LOCATIONS**

Upon hiring, we will discuss your preferences. Please have a couple of locations you'd prefer! However, if you'd like to travel with a friend group, please be flexible as we work to assign you in proximity to each other. We are so excited to have you join the High Sierra Pools team this summer. Please see the list below of the potential locations you may work at this summer:

**NORTH VIRGINIA**

*Arlington Village*

*Atley on the Greenway Pool 2*

*Broad and Washington Apartments*

*Broadlands Community Center*

*Broadlands Southern Walk*

*Camden Ashburn Farm*

*Camden Dulles Station*

*Camden Silo Creek*

*Cascades Lowes Island*

*Country Club Hills*

*Dorchester Apartments*

*East Gate*

*East Gate One*

*Fort Myer Officer Club*

*Hampton Chase Recreation Association*

*Island Creek Condominium*  
*Lansdowne Community Association*  
*Lenah Run*  
*Lodge Pool and Willow Lake*  
*Marina Towers*  
*McNair Farms Community Association*  
*Midtown at Reston Town Center*  
*Oakville Triangle*  
*Point at Herndon*  
*Point at Reston*  
*Preserve at Westfields*  
*Reserve at Potomac Yard*  
*Siena Park*  
*South Riding Hyland Hills*  
*South Riding Meadows*  
*South Riding Riding Center*  
*Sycamore Pool*  
*Twin Oaks Farm*  
*Twinbrook Condominium*  
*Villages of Piedmont II*  
*Viridium Apartments*  
*Virginia Manor*  
*Westfield Village*  
*Westridge Community*  
*Willow Grove Splash Park*  
*Windsor Kingstowne Pool 1*  
*Windsor Kingstowne Pool 2*

***SOUTH VIRGINIA***

*Chimney Hill Community Association*  
*Eagle Harbor*  
*Greenbrier Woods on the Lake*  
*Park Place*  
*Runaway Bay*  
*Windsor Lake Apartments*

***VIRGINIA (OTHER AREAS)***

*Bartlett*  
*Cameron Station*  
*Foundry Apartments*  
*Great Falls Swim and Tennis Club*  
*Grove at Huntley Meadows*  
*Halstead Alexandria*  
*Halstead Tower by Windsor*  
*Hunters Creek Swim and Racquet Club*  
*Lorton Station North Pool*  
*Moorings of Occoquan*  
*Newport Village*  
*Point at Monroe Place*  
*Port Potomac*  
*Prospect House Condominium*  
*Quaker Hill Community Association*  
*Regency at Ashburn*  
*Representative Condominium*  
*Ridgewood by Windsor 1*  
*Ridgewood by Windsor 2*  
*Signal Hill*  
*Stratford Club Condominium*  
*Terrace Towne Homes of Gunston*  
*Virginia Oaks*

*Vy at Reston Heights  
Watergate at Landmark  
Williamsburg Condominium  
Willowbrook  
Woodside Apartments  
Wooster and Mercer Lofts*

**MARYLAND**

*Alta Federal Hill  
Axis at Shady Grove  
Bainbridge Market Commons  
Clover Hill Association  
Georgetown Village  
Jefferson Place Apartments  
Kingsport  
Linton at Ballenger  
Nautilus Point  
Park at Walnut Ridge  
Quill by Alta  
Sawyer Flats 1  
South River Colony Conservancy South Pool  
Tuscarora Creek  
Villages at Discoverly  
VOU Harris Street  
Westview South  
Woodlands at Urbana*

**MONTGOMERY COUNTY, MARYLAND**

*Atwell on Spring  
Eleven 55  
The Cameron*

**MASSACHUSETTS**

*14 North  
345 Harrison  
Avalon at Lexington  
Avalon Natick  
Avalon Woburn  
Bell Stoughton  
Gables Seaport  
Harbor Towers  
Lenox Farms  
Liberty Park  
One Upland  
Ramblewood Apartments  
Villas at Old Concord  
Walden Park*

*Do not hesitate to share any preferences you have!*

*Please be prepared to submit a video submission passing our swim test within two weeks after accepting the job offer. Your job offer is contingent on the submission of the Swim test. Please do not hesitate to reach out with any questions you have.*

**Social Security Number:**

*Require participants to apply for SSN before arrival at worksite: No*

*Details about how to apply for Social Security Number:*

*Upon participants' arrival at the HSP office for processing, they will be provided with a pre-filled Social Security card application form,*

along with Social Security Application Instructions. These instructions explain how to apply, which documents to submit, and include a list of Social Security Administration offices with their addresses. Transportation to the Social Security Administration (SSA) office will not be provided for all locations. Participants should speak with their supervisors to get directions or to request assistance in reaching the SSA office, especially if public transportation is not available. Supervisors can help guide participants on the best way to get there.

Nearest SSA Office: Alexandria , Virginia , Less than 10 miles

**Other:**

Wage Payment Schedule:

Bi-weekly on Mondays. Paychecks can be cashed or deposited in a bank account. Employees may choose the direct deposit option which is highly advised. The paycheck includes earnings for all work performed through the end of the previous payroll period.

Meal Plan: Not available

Provide Certificates/Performance Evaluations: Yes

Hire in Groups: Yes

Maximum Group Size:

Grooming Requirements:

Employees are expected to practice daily hygiene and present a neat, clean, well-groomed appearance. Sideburns, mustaches, and beards should be neatly trimmed. Hair must be neatly groomed and, if necessary, restrained so that it does not obscure vision. Jewelry should be minimal. Excessive makeup, excessive tattoos, and/or excessive piercings are not permitted. Any tattoos that could be considered offensive must be covered when working.

Second Job Availability: No, unlikely

Applicable Company Policies:

**WORKSITE CONDITIONS:**

High Sierra Pools' job sites are located in small cities near the Washington DC, Virginia Beach, and Boston metropolitan areas at outdoor pool facilities. While at work, employees are regularly exposed to outdoor weather conditions, including sun and humidity, and chemically treated and chlorinated water. Employees may also be exposed to machinery and chemicals required for pool operation, for which training will be provided. Some worksite facilities are equipped with audio and video surveillance, and the employees may be recorded as part of the surveillance process. High Sierra Pools provides our employees with a comprehensive workers' compensation insurance program covering only work-related injury or illness. Employees are required to report any work-related injury or illness to their Supervisor and the Human Resources Department immediately. The workers' compensation insurance does not cover injuries that might occur during employees' voluntary participation in off-duty recreational, social, or athletic activities that High Sierra Pools may sponsor. Additionally, workers' compensation insurance does not cover injuries or illnesses that might occur while the employee travels to and from work, participates in activities during days off, or is not scheduled to work.

**WORK HOURS:**

A 48-56 hours-per-week season average is guaranteed to employees with good work performance and safety inspection results over the regular season (May 23 – September 7). The season-average hours differ from the weekly-scheduled hours. The weekly scheduled hours vary from week to week and often differ from the guaranteed season average of 48-56. Some weeks, the employee may be scheduled for less than 48-56 hours; other weeks, the employee may be scheduled for more than 48-56 hours. The season-average number of hours is calculated by adding all hours worked during full calendar weeks (Monday – Sunday) of the regular season, then dividing that by the number of full weeks worked. Pool hours and work schedules vary by facility. Work schedules are posted weekly and might vary from week to week, including days off. Weekend and holiday work are required, including a scheduled shift on Memorial Day, Juneteenth, Independence Day, and Labor Day. No days off are permitted during Memorial Day Weekend (May 23 – 25), Juneteenth (June 19), Independence Day (July 4), Labor Day Weekend (September 5 – 7), and the employee's job offer end date. The employee will generally work 8-10-hour shifts, 5-6 days per week. Half or partial shifts may also be scheduled. A typical lifeguard shift is a mid-day shift, beginning late morning and continuing until early evening (for example, 11 AM - 7 PM). Still, the exact hours vary for each pool, as might each employee's weekly work schedule. Please note that some areas and pool sites may have limited hours in May, June, and August due to American schools being in session; increased hours will be scheduled in other weeks to balance this. Employees whose pools have limited hours due to American schools being in session will generally work six (6) days per week, 4-6-hour shifts during the weekdays (Monday-Friday) and 8-10-hour shifts on the weekends (Saturday-Sunday).

**ELECTRONIC DEVICES:**

*Due to the risk of distraction, electronic devices, including cell phones, tablets, earbuds, headphones, and laptops, may not be brought onto the pool deck. Electronic devices, including cell phones, may only be used during breaks. Lifeguards must remain focused and rescue-ready when on duty.*

#### **UNIFORM & APPEARANCE:**

*Employees are expected to practice daily hygiene and present a neat, clean, well-groomed appearance. The HSP uniform must be worn while working, including wearing the hip pack with current certifications inside. During inclement weather days, the employee may supply solid-color sweatpants or windbreaker pants, and a long-sleeved t-shirt to wear under the uniform; other personal clothing is not permitted, and no alterations may be made to the uniform. Requests for accommodation (changes to the uniform or grooming policies) due to religious beliefs should be made before the start of the job. Sideburns, mustaches, and beards should be neatly trimmed. Hair must be neatly groomed and, if necessary, restrained so that it does not obscure vision. Jewelry should be minimal. Excessive makeup, excessive tattoos, and/or excessive piercings are not permitted. Any tattoos that could be considered offensive must be covered when working. Sunscreen, sunglasses, and the HSP-issued hat are strongly recommended. Lifeguards may purchase additional uniform items for sun protection or cover tattoos that do not comply with company policy.*

#### **LIFEGUARD CERTIFICATION REQUIREMENTS:**

*All High Sierra Pools Lifeguards must be certified by the American Red Cross. However, if a participant has valid American Red Cross lifeguarding certificates issued by another training provider (not High Sierra Pools), the participant will be required to complete a skills practice refresher to ensure that his or her knowledge and abilities align with the HSP standards.*

#### **INCLEMENT WEATHER AND ENVIRONMENTAL FACTORS:**

*Inclement weather events, such as extreme heat, wildfires, severe storms, and floods, pose environmental health and well-being hazards. Such events can cause the spread of hazardous chemicals, bacterial and/or waterborne pathogens contaminations, respiratory irritations from smoke and chemicals, and heat-related health complications. Regular seasonal weather patterns and changes are not considered inclement weather. In case of inclement weather, such as heavy or continuous rain, cold temperatures (below 69°F), excessive heat, or poor air quality, High Sierra Pools reserves the right to close the facility where the employee works. An automated system such as the HSP-Heroes app and/or the employee's supervisor may communicate inclement weather notifications. If a facility is closed for a part or all of a scheduled shift and the employee is sent home, they will be paid for actual hours worked, not scheduled hours. Sometimes, the employee might be asked to contact the supervisor at a specified time to determine if the pool will re-open. If the employee is required to remain on-site and monitor the weather until the pool can re-open, he or she will be paid for this as hours worked. If hours are lost due to weather, these hours are not guaranteed to be rescheduled or made up later in the season.*

#### **ALCOHOL, TOBACCO, AND DRUG USE:**

*Employees may not use or be under the influence of alcohol while on duty, while operating a company vehicle, or at worksites. For information on alcohol consumption in company housing, see the 2026 Housing Agreement. In compliance with company safety standards, employees are strictly prohibited from possessing, using, distributing, selling, or being under the influence of cannabis (marijuana) or THC while on duty, in company vehicles, or on company premises. This includes use through smoking, vaping, edibles, tinctures, or any other methods of consumption. This policy applies regardless of local decriminalization laws, if applicable. Employees are also prohibited from possessing, using, distributing, selling, or being under the influence of illegal drugs or any mind-altering drugs while on duty, in company vehicles, or on any company premises. Over-the-counter and prescribed drugs are permitted only if they are being used in the manner intended or prescribed and if they do not impair the performance of essential job functions. Smoking and vaping are prohibited in Company buildings, in employee housing, and on Company work sites or in work areas at all times and are prohibited when working or wearing an HSP uniform. "Smoking" includes the use of any tobacco products (including chewing tobacco) or the act of lighting, smoking or carrying a lighted or smoldering cigar, cigarette or pipe of any kind. "Vaping" refers to the use of electronic nicotine delivery systems or electronic smoking devices such as e-cigarettes, e-pipes, e-hookahs and e-cigars.*

#### **VACATIONS & TRAVEL:**

*Since Summer Work Travel participants' visas generally permit a month of travel time after their work period has ended, long vacations during the summer are not permitted. However, the employee may request extra days off for a short vacation (3 consecutive days or less) during the summer. Requests must follow the HSP scheduling policies and will be granted based on business needs and other existing employee requests. During employment, any vacation that includes travel outside of the United States must be requested at least two weeks in advance and pre-approved by High Sierra Pools, in addition to any program Sponsor policies and requirements. High Sierra Pools does not provide or assist with transportation related to vacations or travel during the summer. No days off are permitted during Memorial Day Weekend (May 23 – 25), Juneteenth (June 19), Independence Day (July 4), Labor Day Weekend (September 5 – 7), and the employee's job offer end date. Due to operating needs, no vacations are permitted after July 31, 2026.*

#### **SECOND JOBS:**

*Second jobs must be pre-approved by the employee's visa sponsor. The employee must keep the position with HSP as a first priority, and the outside employment must not conflict with his or her work schedule and good performance at HSP. The Summer Work Travel Program regulations prohibit overnight shifts and certain occupations – the employee is encouraged to consult his or her visa sponsor for guidance. Extended season housing is not available only for work at a second job.*

*More information can be found in the 2026 Summer Work Travel Employment Agreement.*

## COMMUNITY AMENITIES

***Walking Distance from Worksite:***

*Food Market, Shopping Mall, Post Office, Bank, Restaurants, Fitness Center, Internet Cafe, Public Library*

***Walking Distance from Housing:***

*Food Market, Shopping Mall, Post Office, Bank, Restaurants, Fitness Center, Internet Cafe, Public Library*

***In Town, Requires Transportation:***

*Food Market, Shopping Mall, Post Office, Bank, Restaurants, Fitness Center, Internet Cafe, Public Library*