

# Bayview Glen

Whole Child Purposeful Life Better World

Founded in 1962, Bayview Glen is an independent, co-educational university preparatory day school with more than 1100 students from Preschool through to Grade 12. Our school thrives on two closely connected campuses in the heart of Toronto and offers a truly transformative educational experience, delivered by exceptional teachers and guided by our School's mission "Whole Child, Purposeful Life, Better World". Driven by our vision to be the leader in bold thinking and future readiness, we offer a welcoming, vibrantly diverse and inclusive community with staff that exemplify our values of compassion, curiosity and courage. Bayview Glen is a member of the CIS Ontario, CAIS, NAIS and Round Square organizations.

---

Bayview Glen is excited to announce the opening of its first indoor Aquatics Facility and is seeking a full-time **AQUATICS MANAGER** to join our team in April 2026. This newly created role will initially report to the Chief Operations Officer (COO); with reporting structure evolving as the programme and Aquatics Facility grow.

The Aquatics Manager will have a rare opportunity to design, launch, and lead a comprehensive aquatic programme from inception. As the architect of the School's inaugural indoor aquatics programme, the role will establish the vision, systems, culture, and operational excellence required to ensure the long-term success of the Indoor Aquatics Facility. This role is central to advancing student wellbeing, water safety, skill development, curriculum integration, and summer camp programming.

## ***What You'll Be Doing:***

- Lead the successful opening and ongoing operation of Bayview Glen's Indoor Aquatics Facility
- Establish and maintain the highest standards of aquatic safety, instructional excellence, and risk management
- Oversee and support aquatics staff training, scheduling, supervision and ongoing development through a third-party partnership, ensuring alignment with Bayview Glen standards and expectations
- Work collaboratively with the School's Physical Education and Athletics Departments to design and deliver age-appropriate, skill-based aquatics programming for curriculum, co-curricular, camp, and community partnerships
- Oversee daily facility operations, scheduling, and staffing to ensure smooth, efficient use of the pool
- Ensure compliance with Ontario Public Pool Regulations, Lifesaving Society standards, and all safety and documentation requirements
- Collaborate closely with Facilities and external service providers regarding pool mechanical systems, maintenance, and troubleshooting
- Foster an inclusive, welcoming, and safety-focused environment for students, staff, families, and community users

We value inclusivity, fairness, and equal opportunity, ensuring every voice is heard. Integrity is our foundation, and we believe in transparent, respectful interactions. Adaptability and innovation are key as we embrace change and creative thinking to enhance our programme. If you're ready to inspire, learn and innovate, we invite you to apply and be a part of our dynamic educational community!

## ***What You'll Need:***

- University degree in kinesiology, physical education, recreation management, or a related field
- Minimum five (5) years of progressive leadership experience in aquatics, recreation, or sports management
- Required Certifications (or ability to obtain prior to start date) include: National Lifeguard (NL), Swim Instructor certification (Lifesaving Society or Red Cross), Standard First Aid & CPR Level C with AED, Pool Operator certification.

- Demonstrated experience managing staff teams, scheduling, and day-to-day facility operations in an independent school, camp or youth-focused setting.
- Experience launching new programs, systems, or facilities, particularly in aquatics or recreation environments
- Working knowledge of pool mechanical systems, including filtration, circulation, chemical feed, and HVAC
- Strong knowledge of aquatic safety, emergency procedures, risk management, and documentation
- Proven ability to work effectively with children and diverse age groups
- Clear, professional communicator with strong interpersonal skills
- Calm, decisive, and adaptable, with the ability to respond effectively in emergency situations
- Demonstrated cultural competence and commitment to inclusive programming

***Here's What We Offer:***

- A rare opportunity to design and lead a brand-new Indoor Aquatics Facility from inception
- A highly competitive compensation package with an annual salary range of \$60,000 to \$85,000, commensurate with qualifications and experience.
- Participation in a generous RRSP programme available from day one.
- A collegial work environment where employees have fun together
- A welcoming, vibrantly multicultural community
- Meaningful work supporting student wellbeing and development
- Professional development opportunities
- Onsite fitness and Indoor pool access
- Lunches and parking provided

This is more than a position; it is a leadership opportunity to shape and launch a signature programme that will enhance student wellbeing and curriculum excellence at Bayview Glen. We invite qualified candidates to submit a cover letter and resume (combined into one document) to [hr@bayviewglen.ca](mailto:hr@bayviewglen.ca) as soon as possible. Applications will be reviewed on an ongoing basis, and the posting will remain open until the position is filled. Please indicate the name of the position you are applying for in the subject line.

This posting is for a newly created position aligned with the opening of the School's Indoor Aquatic Facility. Explore the beautiful new facility here: [Aquatics and Athletics Facility](#).

At Bayview Glen we are proud to foster an inclusive culture, where all members of our school community can bring their whole self to work and feel valued, respected, and understood. We strive to attract, develop and retain a workforce that is as diverse as the communities that surround us and we are committed to provide an accessible candidate experience for prospective employees with different abilities. If you anticipate needing any type of accommodation during the recruitment process, please contact our Human Resources Department.

As a condition of employment, successful candidates will need to provide a current vulnerable sector screening from the police jurisdiction in which they reside prior to commencing employment.

Bayview Glen does not utilize Artificial Intelligence (AI) in the screening, assessment, or selection of applicants.

Thank you for your interest in joining our team. While we can only contact those selected for an interview, we genuinely appreciate every application.

Explore more about Bayview Glen School, including our **2024-2029 Strategic Plan: BE BOLD**, by visiting our website at [www.bayviewglen.ca](http://www.bayviewglen.ca).