



COMHAIRLE CONTAE
CHEATHARLACH

CARLOW COUNTY COUNCIL

Candidate Information Booklet

**Panel for the Post of Senior River Lifeguards, River
Lifeguards & Relief River Lifeguards
(temporary/seasonal)**

Closing Date: 12 noon on Thursday, 2nd April 2026

Post of Senior River Lifeguards, River Lifeguards & Relief River Lifeguards (temporary/seasonal)

Qualifications

CHARACTER

Candidates shall be of good character.

AGE

Candidates shall be not less than 18 years of age on 1st May 2026.

HEALTH

Candidates shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

EDUCATION, EXPERIENCE, REQUIREMENTS ETC.

Each Candidate must, on the latest date for receipt of completed application forms must:

1. hold a current Irish Water Safety Inland Open Water Lifeguard Award or equivalent as recognised by the International Lifesaving Federation (ILS).
2. have thorough knowledge of resuscitation including Cardio Pulmonary Resuscitation.
3. have good verbal communication skills.

The ideal candidate for the position of River Lifeguard shall be able to demonstrate a strong ability in the following areas:

- **Teamwork**
 - Shows respect for colleagues and supervisors.
 - Develops and maintains good working relationships with others, sharing information and knowledge, as appropriate.
 - Understands own role in the team, making every effort to play his/her part.
- **Interpersonal & Communication Skills**
 - Actively listens to others and tries to understand their perspective/requirements/needs.
 - Is respectful, courteous and professional, remaining composed, even in challenging circumstances.
 - Can be firm when necessary and communicate with confidence and authority.

Senior River Lifeguard

Candidates should have a minimum 2-year prior experience as a River Lifeguard in full season employment.

The ideal candidate for the position of Senior River lifeguard shall be able to demonstrate a strong ability in the areas outlined above and:

- **Team Leadership**
 - Works with the team to facilitate high performance, developing clear and realistic objectives and addressing performance issues if they arise.
 - Provides clear information and advice as to what is required of the team.
 - Leads the team by example, coaching and supporting individuals as required.

Particulars of Office

Each year Carlow County Council recruits River Lifeguards & Relief River Lifeguards for the bathing areas at Bagenalstown (3 No.) and Clashganny (3 No.) for the duration of the bathing season – typically weekends in June and full time in July and August. Successful candidates will be assigned attendance requirements dependant on the location of their placement. River lifeguards will be responsible for the performance of their duties and will work under the immediate supervision of the Water Safety Officer or their nominee.

1. The Post:

The post is seasonal and temporary. A panel will be formed from which vacancies for the bathing season may be filled in order of merit.

2. Duties:

The Lifeguard shall:

- Carry out all appropriate duties as laid down in the Irish Water Safety Lifeguard Handbook
- Read, be familiar with and adhere to the Safety Statement for Lifeguards; participate in induction training and cooperate with other safety training provided by the Council as required. Any issues of health and safety concern shall be referred to the Water Safety Officer and/or the Senior Executive Engineer/Health & Safety Advisor. The procedure for reporting issues of concern is set out in the Safety Statement
- Check all equipment daily prior to commencement to ensure that it is in working order and ready for use. Any defects notified should be reported immediately to the Council. All lifesaving and first aid equipment shall be inspected on arrival for duty to ensure that adequate stocks are available and in good working order
- Check the ring buoys and other safety equipment on the river
- Be on patrol or on look-out outside the hut. The Lifeguard should never be inside the hut except when relieved for meals etc. or when they are certain there is nobody at the river. They should not allow their concentration to be diverted in conversations with the public or in reading. The primary duty of the Lifeguard is to prevent accident situations from developing. The can-buoy should be strategically placed so that it may be used at a moment's notice. Special vigilance is required where there are rocks or an outflow of a river, as there are likely to be undertows or currents

- Ensure that except for emergency assistance or official business, no one other than lifeguard personnel are permitted in the lifeguard hut/station
- Inspect the patrol area and where possible to remove any dangerous or offensive items. If the lifeguard cannot deal with a matter, he/she should immediately report to the Water Safety Development Officer and/or Senior Executive Engineer
- Assist in opening and closing the public toilets (if necessary) at the start and end of their shift or at an agreed time. The Lifeguards shall also report on the condition of the toilets in their Log Books and notify in the case of serious uncleanliness or damage
- Ensure Indication flags are placed in prominent positions, are flown, changed or relocated as necessary during the day. The following flag system is to be used:
 - Red flag signifies that bathing is considered temporarily unsafe
 - Red over yellow flag signifies that bathing area between any two such flags is under the supervision of the River Lifeguard
 - No flag is flown if there is no River Lifeguard on duty
- Ensure at the conclusion of the duty period each evening that all flags are removed and that all equipment is checked and securely stored in the appropriate place
- Shall carry out river patrols and remain as close to the river as possible
- provide constant observation and supervision of activities at public bathing places in order to prevent drowning accidents
- Shall always be courteous to bathers and give them the necessary information regarding state of currents and parts of river which are not safe for bathing
- Shall immediately warn bathers, if, in the Lifeguard's opinion, they are about to enter water at a point which is considered dangerous owing to currents, etc. and give the reasons. Lifeguards shall practice a philosophy of prevention over reaction in carrying out the service
- Provide advice to the public regarding facilities, state of currents, parts of river which are not safe for bathing, hazards, water safety etc.
- Shall provide emergency rescue service in the case of accidents
- Shall immediately assist persons in difficulties in the water and render to such persons the necessary attention and first aid when possible
- Shall contact An Garda Siochana at the earliest opportunity if bathers are acting in an indecent manner
- Maintain an "Accident and Incident Record" Book
- Complete all appropriate rescue and first aid forms
- Ensure that the lifeguard station is kept clean and tidy and in a state of readiness for emergencies
- To assist in conducting aquatic events and water safety programs (if required)
- The Senior River Lifeguard, at each location will, in addition to carrying out all of the duties etc. of River Lifeguard (including taking full part in any roster arrangements), be responsible for ensuring that the River Lifeguards at their location comply fully with the terms of the duties, responsibilities and general regulations of the post.
- Punctuality must be observed. Lifeguards should report to their station before the shift is due to start so as to be ready for duty.
- No change in shift schedules or duty periods shall be made without authority and permission of the Water Safety Development Officer.
- Lifeguards must at all times be alert. Reading, playing cards or the use of mobile devices are not permitted.
- Lifeguards should not, in their own interests, make any statement to the news media or the public on any incident or accident which occurs in their area but should refer such questions to the Local Authority. Photograph requests by the media require the permission of the Water Safety Development Officer in Advance.

3. Salary:

The salary shall be fully inclusive and shall be as determined from time to time. Holders of the post will be paid at the first point of the General Operative scale depending on the attendance requirements.

The current salary scale applicable to the posts are:

Senior River Lifeguard: €19.68974 (Circular Letter EL 02/2026 refers)

River Lifeguard/Relief Lifeguard: €17.79051 (Circular Letter EL 02/2026 refers)

4. Work Base:

Carlow County Council reserves the right to assign you to any bathing area in use by the Council, now or in the future. Changes in location of employment will not result in payment of disturbance money or other compensation. The person appointed will be required to provide him/herself at his/her own expense with the necessary mode of travel to and from work.

5. Working Hours:

The working hours for River Lifeguards will be approx 30/33 hours per week, 2pm to 8pm daily with half hour for lunch on a rostered basis to ensure that the bathing areas are supervised at all times during the 6 hour period. Relief River Lifeguards working week will be as required. Due to the nature of the work, evening and weekend attendance over a 7 day working week will be required. The Council reserves the right to vary the hours/days worked at any time.

6. Annual Leave & Public Holidays:

Time off outside of normal rostered time off **will not be granted** River Lifeguards unless the request is for **exceptional** reasons and is submitted in writing for approval (by email) **at least 2 week in advance**, or is **force majeure** (as defined in Parental Leave Act 1998).

Employment is for the 2026 season, and applicants should be available for the entire season. The only exception is where applicants are available for the relief panel or doing school/college examinations.

The granting of annual leave, payment for annual leave and arrangement for public holidays will be governed by the provisions of the Organisation of Working Time Act, 1997 (as amended) and attendance on Public Holidays will be paid at double time.

7. Garda Vetting

Successful candidates will be garda vetted before taking up appointment.

8. Residence:

The holder of the post shall reside in the district in which his/her duties are to be performed or within a reasonable distance thereof as determined by Carlow County Council.

9. Training:

It is a condition of employment that successful candidates will be required to participate in training programmes relevant to the skills necessary for the performance of the duties attaching to the post.

10. Travel & Phone Allowance:

Lifeguards assigned to the Clashganny bathing area will receive €20 travel allowance per week.

All lifeguards will receive €20 at the end of the season for use of their private phone during their employment.

11. Safety & Welfare:

The holder of the post shall co-operate with the terms of Carlow County Council's Safety Statement and Major Emergency Plan. He/She shall familiarise him/herself with the safety rules and procedures and make proper use of all safety, clothing and equipment. Failure to comply with the terms of the Safety Statement may result in a disciplinary action.

12. Superannuation:

This post is seasonal and non-pensionable.

RECRUITMENT:

Interview & Practical Test:

All candidates will be assessed by means of interview and the Irish Water Safety Pre-set Open Water Lifeguard Exam and successful applicants will be placed on a panel in order of merit. Canvassing by or on behalf of the applicant will automatically disqualify.

Carlow County Council is an Equal Opportunities Employer