



Discovery Cove - Lifeguard

HOST INFORMATION

Company Description:

As part of the Discovery Cove family, you'll enjoy a fun, fast-paced environment and great teammates, as well as:

- Discounted park admission to Discovery Cove, and free admission to SeaWorld and Aquatica
- Discounted park admission tickets and passes for family and friends
- FREE provided transportation to and from work
- Work with employees from all over the world
- Park discounts on food, merchandise, etc.

Voted #1 Best Theme Park in Orlando by USA Today 10Best, Discovery Cove is an all-inclusive day resort where you will enjoy a one-of-a-kind opportunity to swim with dolphins, snorkel among thousands of tropical fish and rays in The Grand Reef, hand-feed hundreds of exotic birds in Explorer's Aviary, encounter playful otters and curious marmosets as you explore the turquoise waters of Freshwater Oasis. Looking to wind down? Relax in tropical lagoons at Serenity Bay surrounded by lush landscaping, then float through a beautiful cave as Wind-Away River takes you through rainforest-like environments, through our free-flight aviary and past stunning waterfalls. Experience the most exciting animal encounters the world has to offer in a breathtaking tropical atmosphere.

If you're looking for the opportunity to make the most of your abilities in a one-of-a-kind setting with an entertainment industry leader, we're looking for you!

Join our team and you will have an unforgettable summer!

To qualify all applicants must be a minimum of 18 years old

Host Website: <https://discoverycove.com/orlando/>

Site of Activity: Discovery Cove

Parent Account Name: SeaWorld Parks & Entertainment

Host Address: 6000 Discovery Cove Way Orlando, Florida, 32821

Nearest Major City: Orlando, Florida, Less than 50 miles away

PLACEMENT INFORMATION

Job Description:

We have a simple formula for having an amazing, memorable time – just add water! Come make a big splash with us at Aquatica Park or

Discovery Cove! No experience- No worries as PAID on the Job training is available and American Red Cross Certification is PAID!

What you get to do:

As a Deep or Shallow Water Lifeguard, you'll be that extra set of eyes and ears that enable guests to relax and have fun. In addition to monitoring swimming areas and helping guests in distress, you'll greet and interact with guests, answer questions and resolve guest issues. You will:

Interact with guests while implementing park safety guidelines

- Monitor all park waterways and respond to guests in distress*
- Maintain the cleanliness of your area*
- Participate in American Red Cross and SeaWorld audit processes*
- Attend in-service meetings and cross-train to work in other park areas*
- Practice safe work habits, including the use of Personal Protection Equipment (PPE)*

***Based on the outcome of your swim test as well as operational needs within the parks, lifeguards could be placed at either Aquatica or Discovery Cove. Your final placement could be subject to change.*

Typical Schedule:

schedule varies depending on park operation schedule. You should be available to work mornings, afternoons, nights, holidays and/or weekends. The schedule will change weekly, most likely.

Seasonal changes to job duties or available hours: Yes

The schedule varies depending on park operating hours. We do not currently have a 2024 park schedule yet.

Drug Test required: No

COMPENSATION

Hourly Wage: \$13.25

Eligible for Tips: No

Estimated weekly wages including tips: \$520

Bonus: Yes

\$500 end of season bonus if in good standing with regular attendance, full length of program completed, and no final written warnings on file

** All figures above are pre-tax*

Estimated average number of hours per week: 40

Estimated minimum number of hours per week: 32

Estimated maximum number of hours per week: 45

Potential fluctuation in hours per week:

The schedule will change based on business levels, holidays and staffing needs.

Average number of hours per week reached by last year's seasonal employees: 45

Overtime Policy:

Yes, paid after 40 hours

Job-Specific Benefits:

Perks include: • FREE park admission • Discounted park admission tickets and passes for family and friends • Park discounts on food, merchandise, etc.

JOB REQUIREMENTS

English Level required:



Upper-Intermediate

Required to be 21+: No

Previous Experience required: No

Qualifications & Conditions

Swimming

Description:

• You will need to successfully complete the Deep Guard or Shallow Guard swim test, including 100-300 yd. continuous swim, underwater object retrieval, water tread, etc. • You must successfully pass the company provided and paid American Red Cross certification trainings to include CPR and AED • You must pass regular swim tests and in-service/safety audits • You must be comfortable with heights and diving into water

Lifting

Lifting requirement: 25lbs/11kgs

Description:

•Lift, carry, push and pull up to 25 lbs. Some specific work areas may require heavier lifting •Work both indoors and outdoors, exposed to a variety of weather conditions •Perform the following physical activities on a frequent basis: stand, walk, climb, bend floor- to- waist/waist-to-overhead and reach overhead, simple grasp and fine manipulation tasks •Perform all cleaning duties, including use of cleaning chemicals and equipment such as pressure washers, hoses, mops, and brooms

Standing for entire shift

Handling cleaning chemicals

Working outdoors

Working under direct sunlight

Other qualifications or conditions

Description:

• Strong team player • Commitment to exceptional guest service • Strong communication, interpersonal and multi-tasking skills • Ability to pass all necessary training • Ability to remain calm, troubleshoot and make quick decisions in stressful situations • Ability to thrive in a fast-paced environment • Ability to stand and walk for entire shift • Ability to climb on ladders, stadium steps, and uneven surfaces • Ability to lift up to 50 lbs. and push/pull up to 300 lbs. on a cart with assistance • Ability to train on and properly use protective gear • Comfortable working around water and animals • Must be able to work indoors/outdoors in all weather conditions

Job Training required: Yes

Length of job training:

Three days and ongoing as necessary

Hours per week during training period: 30

Different wage during training period: No

Start on specific day of the week: No

Training requirements:

Arrival Orientation, Company Orientation, Department Training, On-The-Job Training. • You will need to successfully complete the Deep Guard or Shallow Guard swim test, including 100-300 yd. continuous swim, underwater object retrieval, water tread, etc. • You must successfully pass the company provided and paid American Red Cross certification trainings to include CPR and AED • You must pass regular swim tests and in-service/safety audits

Need to wear uniform: Yes

Uniform Policy:

Uniforms are provided at not cost. Employees must provide footwear.

Cost of uniform: \$0

Uniform laundry: Participant responsibility

Dress Code: Yes

Description:

Three sets of uniforms are provided to each employee.

CULTURAL OPPORTUNITIES

Types of Cultural Opportunities:

Holiday Events, Potlucks or Dinners, Trips to Major City, Trips to Nearby/Major Attractions, Will provide information about Events, Local Resources, Attractions/Sites, Local Community, Shopping Trips

Additional Details about Cultural Offerings:

Several cultural opportunities are provided and vary any given year. Examples from previous seasons include an Orlando City Soccer game, as well as trips to Busch Gardens Tampa and St. Augustine. Ambassadors also can attend special events such as Ride Night. All experiences are subject to change.

Local Cultural Offering:

SeaWorld offers various discounts on multiple local attractions. Ambassadors are also eligible for free entry into Universal Studios as well as many other opportunities. Free entry into SeaWorld and Aquatica is included, as well as significant discounts offered for Discovery Cove

HOUSING AND TRANSPORTATION

Housing Provided: Yes. Employer Guarantees employer - owned or employer - arranged housing to all hired participants. May find own (can choose alternative).

Employer-owned or employer-arranged housing description:

Frequently Asked Questions: 1. Will I have roommates? Yes. Each bedroom will have multiple beds (one bed per person) and you are expected to maintain professional and respectful conduct regarding shared living spaces with your roommates. 2- How much do rooms cost? Housing rates will be \$20 per day. 3- What are my room responsibilities? You are responsible for always keeping your room clean. Do not put anything on the walls that can possibly damage the wall and smoke alarms must be left intact. All food must be kept within containers and crumbs cleaned up. Air conditioning must be on at all times so the room is temperature controlled in the Florida heat. Leave the room clear and clean. Please communicate with a representative for any maintenance issues. 4. Can I request my roommate? Requests are not guaranteed but we can always make a note and do our best to accommodate. If you have roommate requests, please send them no later than two weeks before your job start date to swointernationalprogram@seaworld.com. 5. What amenities are included? Bedding/linens, towels, microwave, mini fridge 6. What else should I know? Smoking is allowed ONLY in designated locations and never inside bedrooms. Any student in violation of housing policies is subject to disciplinary action up to and including termination of employment

Lease Agreement: Yes

Onsite Amenities:

WiFi: Yes

Description:

Phone Service: Yes

Description:

Landline phones cannot be used for long-distance calling but will likely be present for local calls. Reliable cellular service is always available in the event of an emergency.

Kitchen facilities: No

Description:

Laundry facilities: Yes

Description:

Washers and dryers are in each building and is paid using a cash to coin system

Occupancy Requirements for Provided Housing:

Minimum Occupancy Per Room: 2

Maximum Occupancy Per Room: 2

Suggested Occupancy Per Room: 2

Rooming Arrangement Description:

If you have roommate requests, please send them no later than two weeks before your job start date to swointernationalprogram@seaworld.com. Co-ed housing is not guaranteed.

Provided Housing Cost:

Required to Pay for Provided Housing: Yes

Cost per Week: \$140

Housing Cost Deducted from Paychecks: Yes

Utilities Costs: No

Housing Deposit: No

Transportation to Worksite:

Employer-Provided Transportation

Estimated commute time: Under 15 minutes

Employer-Provided Transportation is free of charge

Description: Bus will be on a continuous loop to transport students from housing to SeaWorld, Discovery Cove and Aquatica and run through the day, typically up to two hours after park-close. Walmart grocery runs are once or twice per week.

Other

Estimated commute time: Under 15 minutes

Estimated cost: \$20

Total: Yes Per Day: No

Description: Uber or Lyft is used by students when they miss the employee bus

ARRIVAL INFORMATION

Arrival Instructions:

Frequently Asked Questions:

1. **What is the international program contact information?** swo.internationalprogram@seaworld.com
2. **What are the nearest airports?** Orlando International Airport (MCO), Orlando Sanford International Airport (SFB) & Tampa International Airport (TPA). MCO is about a 20 minute drive away, SFB is 50 minutes to an hour, Tampa is about an hour and a half.
3. **How do I arrive at housing from the airport?** If you do not have a car you will need to find your own transportation (taxi, Uber/Lyft, etc.)
4. **Are there any local buses?** Yes, Lynx Bus system. You can look up their schedule and hours of operation online at golynx.com
5. **When can I arrive at housing?** You must be in your housing one to two days before your official start date (but no earlier). Remember these offer appointments/start dates are limited to May 7th, 14th, 21st, June 4th, 11th, 18th, 25th, July 9th, and July 16th. If you miss your start date, you will need to wait to start work until the next available appointment.
6. **What should I expect upon arrival?** You will receive an onboarding email a few days before your start date with job application instructions, your onboarding appointment time, and other logistics. You cannot start work immediately or go to the park until after you have completed SeaWorld orientation. Additionally, depending on your arrival date, per the above date guidelines you may not start work immediately depending on the specific paperwork appointment dates as described in your offer.
7. **When do I need to send my flight information?** You must send us your flight arrival by **at least two weeks** prior to your start date. You **MUST** submit this information on the survey that is emailed to you prior to your arrival.
8. **What do I need to bring?** You **MUST** have a United States cell phone number. You should also bring your passport, visa and DS-2019 form. If you have a US Social Security number and/or banking information, please be sure to bring that and be ready to provide upon your onboarding date.
9. **How much do rooms cost?** Housing is \$20 per day, but deduction amount per week may vary based on check-in date and SeaWorld's payroll calendar.
10. **Will there be transportation provided?** Yes, there will be a bus that provides transportation between the hotel, SeaWorld, Discovery Cove and Aquatica. The schedule changes depending on park operating hours and will be emailed out to all students on a weekly basis. Transportation for social security appointments and a Walmart run for groceries will also be provided.

11. **Will I have roommates?** Yes. Each bedroom will have multiple beds (one bed per person) and you are expected to maintain professional and respectful conduct regarding shared living spaces with your roommates.

12. **Will there be a housing code of conduct?** Yes, you will be required to sign a housing policy acknowledgement upon hire. Any misconduct that would cause you to be evicted from housing will result in termination of your employment.

13. **What is the dress code for orientation?** Your onboarding appointment can be casual attire, however your first official day of work (which is your orientation day), should be in professional clothing. Clothing should not include ripped jeans, spandex, extremely short skirts and shorts, low cut shirts, or Crocs brand shoes. It is recommended to bring a lightweight jacket or sweatshirt, as the room can get cold due to air conditioning. No extreme hairstyles or colors, or extreme make-up.

Suggested Arrival Airport:

Tampa International Airport, TPA, Over 50 miles

Orlando Sanford International Airport, SFB, Less than 50 miles

Orlando International Airport, MCO, Less than 25 miles

Estimated cost of transportation to worksite from suggested airports: \$50 to \$75

If arriving after regular hours:

Suggested After-Hours Accommodation:

Holiday Inn Express & Suites

10771 International Drive

Orlando, Florida 32821

https://www.ihg.com/holidayinnexpress/hotels/us/en/orlando/mcosw/hoteldetail?cm_mmc=BingMaps_-EX_-US_-MCOSW

(407) 996-4100

\$100 to \$150

TownePlace Suites by Marriott Orlando

10731 International Drive

Orlando, Florida 32821

<https://www.marriott.com/en-us/hotels/mcoyw-towneplace-suites-orlando-at-seaworld/overview/>

(407) 996-3400

\$100 to \$150

TRAINING AND ONBOARDING

Pre-Arrival Onboarding: Yes

Job application instructions will be provided in an email a few days before your job start date.

If you have roommate requests, please send them no later than two weeks before your job start date to swointernationalprogram@seaworld.com.

You will also need to submit your flight itinerary via the survey that will be emailed to you before your job start date.

Social Security Number:

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

Details about how to apply for Social Security Number:

We will assist students with their social security online applications during their offer appointments and walk them through the process; they will need to create a Social Security Administration account and have a reference number to bring with them for their in-person appointment. Students will know in advance when their social security appointment is taking place, and we will provide transportation to the local Social Security office on the day they are scheduled. This first trip is provided free of charge. If you miss your scheduled social security office appointment, or if you need to return to the SS office for any reason, this will be your own responsibility to arrange and pay for. This will be at your own expense.

Nearest SSA Office: Orlando , Florida , Less than 25 miles

Other:

Wage Payment Schedule:

Employees are paid every two weeks according to our company pay schedule. Students must open a local bank account, paychecks will be deposited in your bank account every payday. Bank account must remain open until you receive your last paycheck.

Meal Plan: Not available

Provide Certificates/Performance Evaluations: Yes

Hire in Groups: Yes

Maximum Group Size:

Grooming Requirements:

Hair: Hair must be kept clean and neat, no extreme colors or styles. Facial Hair: Well groomed and trimmed, may not be allowed in food handling areas. Fingernails: Fingernails modestly manicured. Piercings: Only ears and a small nose stud. Jewelry: Conservative in style, color and quantity. Tattoos: Allowed, but cannot be perceived as offensive or inappropriate. Hygiene: Good personal hygiene, with a focus on personal cleanliness and use of deodorant.

Second Job Availability: Yes, likely

Applicable Company Policies:

PERFORMANCE REVIEWS AND GUIDED FEEDBACK SESSIONS: Team member's performances are continually being evaluated. Feedback will be received both formally and informally.

ATTENDANCE, NO CALL/NO SHOW: Being absent without proper notification is an unexcused absence. Two "No Call/No Show" absences are considered a severe infraction and may result in a team member being separated from the company.

TARDINESS: Transportation arrangements should not affect your attendance or punctuality. Absence or tardiness due to transportation difficulties may adversely affect your performance record. The bus is subject to normal traffic patterns, which may result in unanticipated delays. Please plan your departures accordingly.

DRUG-FREE ENVIRONMENT: It is the policy of SEA to maintain a drug-free work environment. All team members are subject to post employment random drug testing and to reasonable suspicion and post accident testing.

SMOKING: In the interest of the health and comfort of all team members, we prohibit smoking, including electronic cigarettes, at all indoor areas. Smoking is allowed only in designated areas identified by the company. Team members are not permitted to smoke while walking from location to location. Cigarette urns are to be used to extinguish cigarettes properly.

PERSONAL CELL PHONE POLICY: Team members are allowed to carry personal cell phones while at work. They are not to be used while "on the job". Cell phones must be placed in silent or vibrate only mode during your shift. You are only allowed to use your personal cell phones (voice or text) while on approved breaks and lunches or before and after a shift. Personal cell phone communication cannot be conducted in the presence of a guest. Use of personal cell phones outside of the guidelines listed above will be addressed by the chain of supervision through corrective action, up to and including termination of employment.

UNAUTHORIZED REMOVAL / THEFT OF COMPANY PROPERTY: Theft and unauthorized removal of company property will not be tolerated at BG & WCUSA. Such violations will be taken very seriously and are subject to corrective action, up to and including separation and prosecution. Unauthorized removal of company property, funds, guest property, or the property of a co-worker. Giving or receiving merchandise, food or beverages, without monetary payment. Giving or receiving unauthorized food, beverage or merchandise discounts. Consuming food or beverages not paid for. Selling or bartering complimentary tickets. Falsifying time, improperly allowing yourself (or fellow team member) to be paid for time not worked.

UNACCEPTABLE CONDUCT: Team member conduct is outlined in many park policies. This section outlines a variety of behaviors detrimental to the overall operation of SeaWorld. Engaging in any of the following may be cause for immediate separation. This is not an all inclusive list. SeaWorld retains the discretion to determine that other conduct can warrant separation. The decision on what discipline to impose shall be made by SeaWorld at its sole discretion and may (or may not) be strictly consistent with the conduct identified on this list:

- Unreported absence for two days
- Being rude, arguing, using profanity/abusive language in the presence of, or to a guest or team member
- Fighting or provoking a fight on company property
- Willfully destructing company, guest or fellow team member's property
- Social media conduct must be in line with company expectations of an employees behavior. You must represent the SeaWorld company respectfully, and are not permitted to post negative content.
- Unauthorized possession or consumption of, or under the influence of, alcoholic beverages on SeaWorld property at any time during your work shift, including rest and meal breaks, or at any company-sponsored events where alcohol consumption has been authorized by the Park President or his designate. Drinking alcohol under the age of 21
- Not following safety, park and/or department, procedures and policies
- Engaging in serious safety infractions or horseplay that may jeopardize the safety of guests, team members or animals
- Using, being under the influence of, or in the possession of, narcotics, illegal drugs, drug paraphernalia or hallucinatory agents on company property at any time. Being under the influence of prescription or non-prescription drugs that interfere with the ability to perform job duties
- Possessing any item that can be used to inflict harm or injury (i.e., an unauthorized or illegal folding knife, pocket knife, Swiss Army-type knife, non-folding knives, pepper spray, flammable liquid, dangerous chemicals, and wallet chains longer than 12 inches) on company property
- Possessing "look-a-like" firearms or other "look-a-like" weapons on company property
- Possessing unauthorized explosives on company property
- Theft will not be tolerated. Instances of theft may result in immediate separation and prosecution. Theft includes but is not limited to taking items such as cash, merchandise, and food
- Giving unauthorized discounts, taking items from another team member or guest, keeping any lost and found items
- Falsifying time records, inaccurate recording of time worked, or improperly allowing yourself or another team member to be paid for time not worked
- Misuse of team member ID card
- Selling or bartering complimentary tickets, complimentary season passes and/or selling discount tickets or coupons
- Refusing to participate in an inspection of your vehicle or personal property on company premises, or refusal to show your SeaWorld ID badge when requested to do so.

COMMUNITY AMENITIES

Walking Distance from Worksite:

Bank, Restaurants, Internet Cafe

Walking Distance from Housing:

Restaurants

In Town, Requires Transportation:

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