

Senior Lifesaving Pathways Handbook

For members 18+ years



Foreword

This guide has been developed to assist and senior to get involved in more leadership and development opportunities through lifesaving. This handbook contains concise information to assist members as they navigate and explore the many opportunities available in lifesaving. We hope it inspires some of our members to take on new opportunities and build their personal and professional brands. At Lifesaving Victoria, we understand the importance of creating holistic lifesavers and we want to put all the measures in place to ensure our members are successful.

There are many volunteer opportunities in your clubs to give back to the community. Information is provided here to help you to choose what roles might suit you best to help the running and success of your club.

Your journey through lifesaving is unique. There are many different pathways and areas to explore, develop, learn and grow in. This booklet is intended to guide your lifesaving journey and let it inspire a pathway that will give you an experience of a lifetime.

Acknowledgement of Country

Life Saving Victoria (LSV) acknowledges the Bunurong People of the South-Eastern Kulin Nation on which this guide was written, and the many Traditional Owners where the Lifesaving Education programs are delivered.

We recognise the significant cultural links, many of the waterways and land used for water safety and lifesaving education have and encourage all our Partners to work closely with their local Aboriginal & Torres Strait Islander communities to provide inclusive programs.

We pay our respects to Aboriginal & Torres Strait Islanders, including their Elders, past, and present.



Image: Painting by Nathan Patterson, a proud Wagiman man. The painting is a tribute to both the traditional custodians of the land and the role lifesaving plays in bringing together and protecting the Victorian community.

LSV Senior Leadership Programs



Member Development Senior Opportunities

Development in a leadership sense is a core focus of the opportunities that LSV offer for senior members. These programs will teach you the necessary skills to enhance your leadership abilities and foster healthy relationships within your own club and between neighbouring clubs, expanding networks and resources. These programs focus on personal and professional development of members and are built on LSV's value system. Below is all the information you might need to get involved in the programs!

Snap shot

Leadership Beyond the Flags	18 - 30
18+ Mentor Program	18 +
Ready to Lead	18 +

Leadership Beyond the Flags

This program aims to assist current and emerging leaders with a greater perspective and understanding of themselves as a leader, their individual development needs, teamwork and having a leadership presence.

They will have a captive and skilled audience to assist them with developing their communication skills both on and off the beach and will participate in a mock committee setting. They will learn the importance of self-care as a leader, managing their time and the art of decision making. This is an intensive two-day live-in weekend at Melbourne Business School.

How do I qualify ?

- Be 18-30 years old
- A club endorsement from an appropriate committee member is required with the online application.
- Participants may have recently taken on a new leadership role or aspire to do so.
- Participants could include Club Captains, Patrol Captains, Chief Instructors, Age Managers, Junior Coordinators and current or aspiring Committee/Board Members.



Program Pillars

Understanding how to lead

- Personal Brand
- Development plan

Leading others

- Presenting for impact.
- Committee meetings

All things communication

- Understanding how others tick
- Leading with influence and impact
- Diversity of thinking and working with others

Managing Yourself

- Time management
- Decision making
- Self-care

Program overview

This intensive two-day live-in weekend will commence with an online introductory session. Some prior information will be gathered online to help us get a sense of who you are!

Including:

- Complete online personality and strength questionnaire before the first in-person session.
- Encouraged to complete the online SLSNSW Frontline Leadership Module

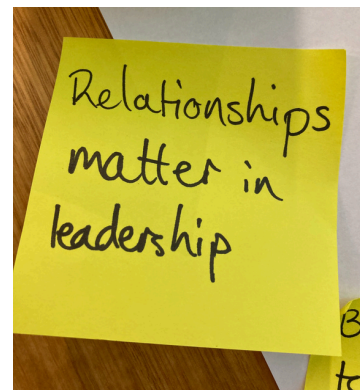


18+ Mentor Program

This unique program is for lifesaving members, 18 years and older who want to enhance their lifesaving knowledge and skills and diversify their leadership capabilities. You will be paired with a mentee/mentor to work through a journey of growth and development. This program will challenge you with frontline workshops, focusing on themes such as powerful communication, resilient leadership, and goal setting and you'll gain the tools and confidence to navigate and conquer leadership challenges ahead.

How do I qualify as a mentee?

- Be a current, financial member of an LSV Club
- Be between 18+ years old
- Currently hold, or aspire to hold, a leadership role within your club.
- Be ambitious for self-development.
- Capacity to take on a 7-month program.



How do I qualify as a mentor?

- Be a current, financial member of an LSV Club
- Be a current or former leader within clubs and state roles.
- Can think on your feet, work with other mentors to ensure the mentee is supported.
- Capacity to take on a 7-month program.

Program overview (sample only)

Session	Workshop Topic	Type
Mentor Only	Empowering our mentors	In person
1	Developing and sustaining a successful mentorship	In person
2	Intensive Component 1) Lifesaving leaders and pathways panel	Online
3	Intensive Component 2) Nurturing the leader within you	Online
4	The power of Effective Communication	In person
5	Resilience in Leadership	In person
6	Goal Setting and graduation (full day at LSV)	In person

Ready 2 Lead

The Ready 2 Lead program explores the potential of our emerging leaders aged 18 years and older from lifesaving, aquatic and emergency services agencies. The aim is to assist all participants to recognize the impact they have as leaders, providing them with skills, structured sessions, and targeted approach to support an ongoing commitment to their development.

2025's program will look slightly different with two strains of the course being introduced:

Ready 2 Lead (18-30)	Readier 2 Lead (30+)
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How do I qualify?

- Be a current, financial member of an LSV Club
- Be 18+ years of age at the time of the camp
- Be endorsed by your club
- Interested and excited about meeting other members from Victorian clubs
- Keen to learn more about lifesaving and future opportunities

Program focuses

- Understanding self: self-awareness, personal brand and smart development strategies.
- Impact and leading: effective communication, confidence masterclass, managing different personalities and making tough decisions.
- Getting things done: Time management, prioritization, decision making strategies and overcoming challenges.

Program outcomes

- Individual personality profiles for participants highlighting strengths and weaknesses.
- Tailored development strategies outlining steps for ongoing development.
- Practical tools and resources to help tackle leadership challenges they are facing.
- Increased network of likeminded people.

Registration

More information will be available in March 2025.



SLSA Leadership Training



National (SLSA) Leadership Programs

The national Surf Lifesaving Association run multiple programs to enhance the leadership capabilities of lifesavers nationwide. These nationally recognised programs focus on personal and professional development but take into account a broader scope of interests, experiences and situations. They give participants the opportunity to be recognised on a larger stage and interact with like-minded individuals from around the country.

National Leadership College

The National Leadership College (NLC) is an annual leadership and development program recognising young leaders in Surf Life Saving (SLS) aged between 20 and 30 years. Participants come from a variety of clubs, roles and SLS backgrounds. Ideally participants will have attended a state leadership program, however they may have attended similar leadership programs through work or study. The NLC is an essential step in the SLS Leadership Pathway.

Each day of the program includes:

- Keynote speakers
- Elective session
- Activities
- Examples of challenges relating to the leadership theme of the day.

Each participant is allocated a mentor and has ongoing opportunities for further development beyond their participation in NLC.

Participants also benefit from exposure to the larger national SLS movement, gaining greater exposure to national goals and aspirations. Networking with members from clubs nationally is a highlight, as participants share ideas and create new friendships. Through shared collaboration, resources and future directions, NLC provides an opportunity to create an effective national movement.



National Leaders Masterclass

The National Leaders Masterclass (or simply 'Masterclass') is an annual leadership and development program for members aged 30 years and above who currently hold a senior leadership role in lifesaving.

Participants come from a variety of clubs, roles and SLS backgrounds. Ideally participants will have attended a state leadership program but may also have attended similar leadership programs through their other work or studies.

Masterclass provides an exciting opportunity for senior members within the movement to further develop their leadership skills and continue to positively contribute to the success of the lifesaving movement.



SLSA Womens Mentoring Program

The SLSA Women's Mentoring program promotes women within lifesaving, and facilitates empowerment, support and leadership skills which can be applied to their paid roles in or outside of SLS, as well as their other volunteer activities and everyday lives.

The program promotes ongoing supported pathways for personal and professional development, as well as networking opportunities.

Each mentee is selected based on:

- Demonstrated leadership abilities
- Potential and willingness to develop further in this area
- Potential to move into leadership positions within SLS

The program supports the SLSA 2025 Strategic Plan and mission to 'save lives, create great Australians, and build better communities' by developing a more capable and gender diverse leadership pipeline. The result is communities and organisations that better reflect the demographics of our nation (50.2 per cent identify as female) and movement (45 per cent identify as female).

What are the individual benefits?

For the mentee:

- Builds confidence, capability, and interpersonal relationship skills
- Supports you to take control of your own leadership capability and capacity by providing opportunities to learn new skills and behaviours, while enhancing your support network
- Offers life engagement, networking, and a sense of belonging

For the mentor:

- Opportunities to be part of a legacy, give back and pass on personal and professional learnings
- Enhances interpersonal and professional skills, increases your personal value to the organisation, and reenergises your engagement with SLS
- Strengthens coaching and leadership skills



Multicultural and Indigenous Scholarships

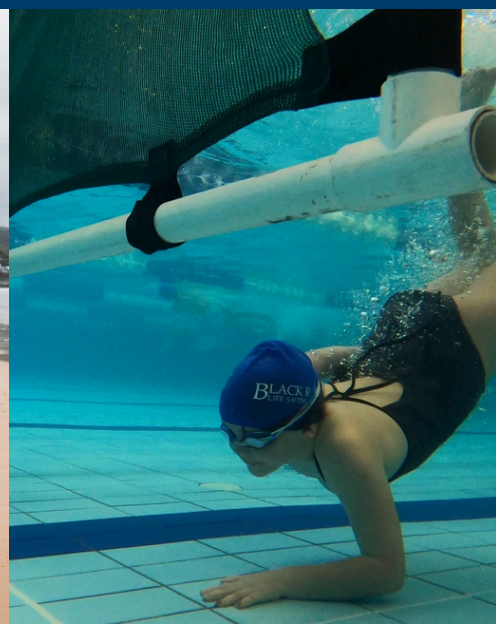
What is the Multicultural and Indigenous Scholarship?

As part of Surf Life Saving Australia's strategy to encourage diversity within the movement, offer a number of fully funded Scholarship opportunities to members from culturally and linguistically diverse (CALD) or Aboriginal and Torres Strait Islander (ATSI) backgrounds. They offer a different number of scholarships depending on programs and interest.

How does the Multicultural and Indigenous Scholarship help?

Without educational opportunities and role models from their own community, young members may not realise the possibilities available to them. The Multicultural and Indigenous Scholarship provides opportunities to emerging leaders within Indigenous and multicultural communities to gain skills, confidence, become future leaders within their communities and strengthen the links between all Australians.

Volunteer Opportunities



Age Manager/ Age Manager Mentor

Age Managers are coaches, responsible for the coordination of activities for a group of nippers, facilitating the development of lifesaving skills and for the overall safety compliance and wellbeing of their group.

Age managers are required to be 18 years or older and complete an SLS accreditation course. Clubs are required to have an age manager to nipper ratio of 1:20.

Helpful resources for Nippers Games can be found [here](#)!

A successful age manager:

A successful Age Manager is someone who is flexible and adapts their activities to ensure every participant in the group, regardless of age, gender, ability, disability or ethnic background is afforded the opportunity to participate and learn skills from the Nipper Education Program. It is the Age Manager's responsibility to ensure they focus on inclusion and respect in all of their activities. A club will look for the following traits in an incoming Age Manager:

- Patient: Recognises that some participants take longer to develop than others.
- Respectful: Acknowledges differences in participants and treats them fairly and equally.
- Adaptable: Adopts a flexible approach to their lesson delivery and communications so that every participant can be catered for.
- Organised: Plans/prepares for all activities and outcomes.
- Safety Minded: Has the safety of all participants at the front of their mind, thus ensuring participants have the opportunity to learn the correct skills in a safe environment.
- Knowledgeable: Uses best practice knowledge to deliver and adapt activities where necessary in order to maximise participant enjoyment.
- Inclusive: Uses inclusive practices so that participants and parents feel welcomed, respected and valued.

Eligibility

- Be 18 years or older and a financial member of a lifesaving club.
- Hold a current Working with Children Check that is provided to your club and recorded on your Surfguard profile.
- Completed the Age Managers Online Course (SLSA)
- Completed Child Safe Awareness Course (SLSA)
- Completed 2 x on the beach training sessions with clubs Age Manager Mentor.



An Age Manager Mentor

An Age Manager Mentor is a person who is responsible for the training, mentoring and upskilling of new and existing age managers at a club. They are the main connection to your state office for all matters related to Age Managers. This includes recruitment and retention, training, on-beach mentoring and preseason briefings. It is recommended that an Age Manager Mentor be a Junior Activities Coordinator or an active Age Manager with a minimum of 3 years 'experience, within the last five (5) years

What's involved?

- Demonstrate Awareness of beach set-up factors
- Contribute to a safe environment
- Inform parents and children
- Maintain accurate records
- Plan and deliver a learning activity
- Maintain group engagement in activities

Eligibility

- Be a financial member of a club
- Hold a current Working with Children Check that is provided to your club and recorded on your Surfguard profile.
- Have completed the SLSA Age Manager Course and hold a current position of age manager for 3 yrs.
- Completed the child safe awareness course (SLSA) Attend age manager mentor course with LSV



Junior Coordinator

As junior coordinator, your role is to develop, coordinate and oversee the nipper education program. In this role it is important to foster and promote a message of inclusion for participation for all children and teach core water safety skills. Overall, the junior coordinator will develop and implement a program that will facilitate the transition of junior members into future lifesavers

Key Responsibilities

- Appoint and support the age manager mentor
- Recruit and coordinate age managers to assist with delivery of nippers, and coordinate relevant training preseason
- Recruit and coordinate volunteer helpers to assist with the delivery of nippers, setting parent/guardian expectations from the start
- Be part of, and liaise with, the clubs committee i.e. president, secretary, treasurer, M&LD delegate
- Assist with/coordinate nipper recruitment, registration days and program inductions
- Choose your key communication channels and provide clear and consistent messaging to members, volunteers, stakeholders, sponsors, and supporters
- Ensure a safe and welcoming environment
- Ensure water safety and age manager ratios are met Stay up to date with the latest information from LSV

Eligibility

- Current financial member of the club
- Recommended to be aged 18 +
- Hold a current Working with Children Check that is provided to your club and recorded on your Surfguard profile.
- Completed the Child Safe Awareness Course (SLSA)

Tasks

- Attend LSV pre-season forum.
- Plan a program, using the Nipper Education Resources that is tailored to your club.
- Plan sessions for different nipper skill levels and different weather and beach conditions
- Ensure all preliminary swim assessments are processed through the nipper admin app.
- Ensure all Surf Ed awards are processed at end of season if 70% attendance has been met.



SLSA Volunteer Leadership Module

Volunteer Leadership is an evidence-based online learning program for all. Surf Life Saving leaders, no matter their experience. This program aims to inspire, retain and engage volunteers while honing their interpersonal skills. This training is the corner stone for all Club leaders including age managers, trainers, assessors, Patrol Captains and position holders.

Drawing on Self Determination Theory and the science of motivational leadership, the program focuses on developing the interpersonal leadership capabilities required to better support volunteers, satisfy their needs, and provide a positive volunteering experience at Surf Life Saving.

Program Structure

Designed in collaboration with researchers associated with The Institute of Management Psychology, the program consists of a 90-minute web-based learning experience structured into three short modules

**Leadership in Surf
Lifesaving**

**Inspiring, Engaging
and Retaining
volunteers**

**Interpersonal
Skills**

Who is this Program for ?

Anyone with a responsibility for leading volunteers!

Evaluation has shown that the program is equally effective for all Surf Life Saving leaders - regardless of their age, gender, level of educational achievement, length of membership at SLS, and/or prior leadership experience. SLS encourages all volunteer leaders to complete this module to work towards creating a shared leadership language across the organisation.

Program Outcomes

- Navigating complex situations
- Leadership growth
- Supporting volunteers
- Balanced management style
- Retain volunteers
- Identifying and working with different personality types
- Resolving conflict, addressing performance issues and giving constructive critical feedback
- Stress and self-care strategies



Senior/ Masters Programs



Silver Salties

Silver Salties is a participation program for older Australians (65+years) at Surf Life Saving Clubs throughout Australia, promoting physical activity, social connections, and involvement in the surf lifesaving community. Adults 18+ are welcome to participate, however, adults 65+ are the target audience.

Silver Salties is funded by Sport Australia's Move it Aus. – Better Ageing Grant, managed by Surf Life Saving Australia, promoted by States and Branches, and delivered by Surf Life Saving Clubs. Silver Salties programs include traditional surf lifesaving activities and popular active recreational pursuits delivered at the park, clubhouse, beach, pool, or surf.

Clubs have the flexibility to deliver Silver Salties programs to suit their context and capacity and may engage skilled and experienced club members, or an external provider, to deliver programs at different stages throughout the year.



Club Benefits

More than 10% of Surf Life Saving Clubs across Australia are registered to deliver Silver Salties, and enjoy some or all of the following benefits of Silver Salties:

- Growth of volunteers,
- New club members
- Engagement of club members as program leaders, a new pool of qualified water safety personnel
- Additional revenue stream
- More opportunities for community engagement and inclusion.

Many Silver Salties clubs were recognised at the 2021 Awards of Excellence (branch, state, and national level) for their outstanding community engagement and service delivery.

Program Ideas

Clubs can choose one program or a combination of programs to run.

- Active Recreation: Walk and talk, Beach fitness, Yoga, Tai Chi, Chair Aerobics, Gentle Pool Exercises
- Club Volunteering: Nipper BBQ and Canteen Helper, Club Carnival Supporter, Club Maintenance Supporter
- First Aid and Education: First Aid Workshops, Guest Speaker Program (well being, technology etc.), coach, trainer, surf sport official
- Surf skills and knowledge: Surf skills awareness, surf swim group, catching waves, surf rescue certificate course, bronze medallion course.

Participant Benefits

Opportunities for social connections between Silver Salties participants and club representatives underpin the Silver Salties approach. Opportunities may include taking time to meet new people during sessions, having morning/afternoon tea after sessions, and participating in other club activities



Career Opportunities



Career Opportunities

From the age of 17, members can apply for seasonal employment opportunities with LSV. Below is an overview to the opportunities.

Snap shot

Lifeguard	17 years +
LSVComms Operator	17 years +
Education Instructor	17 years +

Lifeguard

LSV employs beach Lifeguards during the peak summer season, to supplement volunteer services to protect the Victorian public.

As a Beach Lifeguard you will ensure the safety of the public by working in a small team to deliver a professional and quality service, actively patrolling, communicating with beachgoers, as well as performing first aid and rescues where required.

How do I qualify?

- Hold Bronze Medallion
- Hold Resuscitation (CPR) Certificate
- Hold Advanced Resuscitation Techniques Certificate
- Hold Silver Medallion Patrol Captain or Silver Medallion Beach Management or completed Advance Lifesaving Camp
- Hold IRBCrew Certificate

Beach Lifeguard Fitness requirements

- Lifeguard 'Mission': 400 metre swim, 800 metre run, 400 metre board paddle, and 800 metre run in a combined time of 25 minutes ocean based
- Tube rescue of a "live" patient 100 metres out to sea and return
- Board rescue of a "live" patient 200 metres out to sea and return
- Complete 800m swim (no set time)



LSVComms Operator

LSVComms Operators are responsible for receiving and processing all emergency and non-emergency statewide radio and telephone communications. They play a crucial role in the coordination of an effective statewide lifesaving service.

LSVComms Operators work as a part of a small team in a dynamic, technology-based environment.

How do I qualify?

- Be a current, financial member of an LSV Club
- Hold a current Working with Children Check (If 18 years and over)
- Have written endorsement from your Club



Education Instructor

LSV's Education Instructors have the opportunity to deliver vital Lifesaving Education Programs at the beach, river, lake, pool and classrooms to students across Victoria. Instructors ensure an understanding of key water safety messages to participants from the age of six to adult.

How do I qualify?

- Hold First Aid certificate
- Hold Resuscitation (CPR) certificate
- Hold Employee' Working with Children Check (WWCC)
- LSV Community Surf Life Saving Certificate; or SLSA Bronze Medallion
- Hold Driver Licence (Team Leaders only)





For further information please contact Membership and Leadership
Development on 03 9676 6945 or email membershipandleadership@lsv.com.au