



Workforce Issuance

100 DCS 05.203

Policy Information

To: MassHire Workforce Board Chairs
MassHire Workforce Board Directors
MassHire Career Center Directors
MassHire Fiscal Officers
MassHire DCS Operations Managers

cc: WIOA State Partners

From: Beth Goguen, Director
MassHire Department of Career Services

Date: February 11, 2026

Subject: **Lifeguard and Waterfront Safety Staff Recruitment Through the Department of Conservation and Recreation**

Purpose: To notify MassHire Workforce Boards, MassHire Career Center Operators and other local workforce partners that the Department of Conservation and Recreation (DCR) is recruiting lifeguards and waterfront safety staff for the 2026 season.

Background: DCR is already hard at work recruiting lifeguards and seasonal staff for the 2026 season. Beaches and pools are some of the most beloved spots in Massachusetts – bringing together families and friends of all ages and abilities throughout the summer. To keep these spaces safe, accessible, and enjoyable for everyone, it’s essential to recruit a full, well-trained team of lifeguards and waterfront safety staff this summer.

Working at a DCR waterfront or pool is a great opportunity to spend the summer outdoors, build valuable skills, and earn competitive pay – all while being part of

An equal opportunity employer/program.

Auxiliary aids and services are available upon request to individuals with disabilities.

TDD/TTY 1-800-439-2370 - Voice 1-800-439-0183

a team that keeps our communities safe. Hourly wages range from \$22 to \$27, and qualified candidates who apply early and work through the full season may receive up to \$1,000 in sign-on and retention bonuses.

Applicants must be at least 16 years old by their date of hire, complete lifeguard training, and hold first aid and CPR certifications. DCR offers **free lifeguard training classes through May** for candidates who commit to working for the summer season. More information on requirements, training dates, and open positions is available on DCR's [lifeguard webpage](#).

Action

Required: Please share with managers, staff, partners and customers as appropriate.

Effective: Immediately.

Attachments: A: Flyer (English)
B: Flyer (Portuguese)
C: Flyer (Spanish)