A Look Behind the Scenes – 15 Years of Syrdall Schwemm

The Syrdall Schwemm has long been an integral part of everyday life for many people in the region. What began 15 years ago as a joint project of the communes of Niederanven, Betzdorf and Contern has developed into a lively leisure and recreation centre that now welcomes around 230,000 visitors every year.

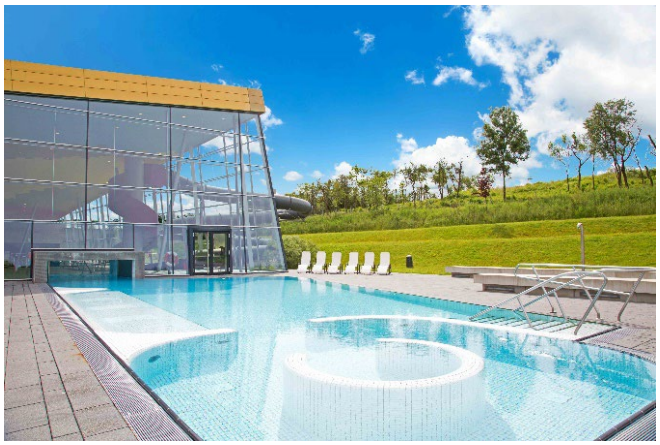
At the very beginning of this year, the facility was also able to celebrate a major milestone: welcoming its three-millionth guest since opening – further proof of the site's lasting popularity.

"What we particularly enjoy is working as part of a large, well-coordinated team. No day is like another; our tasks are extremely varied, ranging from personnel matters and catering to technical operations. The variety, the responsibility for daily operations and the friendly atmosphere within the team all contribute to the fact that we genuinely enjoy coming to work."
— Marc Schäfer (Director) & Marc Mouton (Deputy Director)

From Construction Site to a Vibrant Communal Facility

When Marc Schäfer took up his role as director around eight months before the planned opening, there was no team yet – just a construction site and the ambitious goal of starting operations just a few months later. With the "soft opening" in December 2010 and the official opening in February 2011, the story of the Syrdall Schwemm began.

Together with Marc Mouton as deputy director and Nico Federkeil as team leader, they assembled the entire initial team within a very short space of time. All departments were set up in parallel from the outset: lifeguards, catering, reception, technical services and cleaning – a diverse team capable of supporting the Syrdall Schwemm from day one.



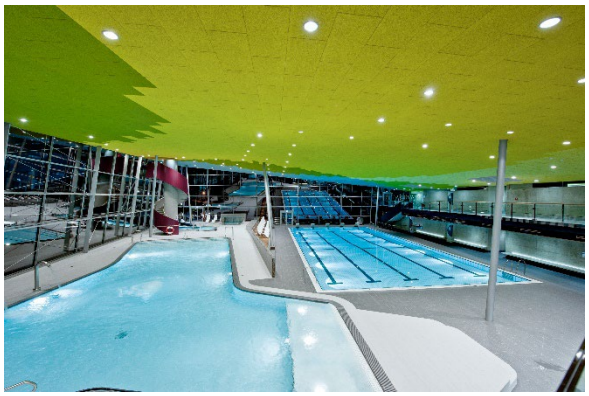
Some members of this original core team are still working there today, a remarkable continuity that says a great deal about the working culture within the organisation. Over the course of the year, the Syrdall Schwemm employs up to 60 people, including temporary staff and apprentices.

Over the years, various areas have been further developed: the sauna area gained an additional relaxation room in 2012 and a new sauna terrace in 2021; the bistro was expanded and modernised, with a new outdoor terrace added; and around a year and a half ago, a modern fitness area was created, available to both guests and staff.

People First: A Commitment to Quality, Training and Modern Work Practices

A particular focus of the Syrdall Schwemm lies on the quality of its offerings, especially in the sauna area. This has evolved significantly since opening: while chemical fragrances were initially used, as in many saunas, the team now relies exclusively on high-quality essential oils. At the same time, staff attend further training courses every year to keep up with new trends and techniques. This combination of professional expertise and carefully designed infusion rituals is one of the reasons for the sauna's great popularity.

One special feature of the facility is the close interlinking of areas of responsibility. Lifeguards work not only in the swimming hall, but also in the sauna and in technical services. This variety improves concentration and well-being and makes demanding weekend and holiday periods easier to manage.



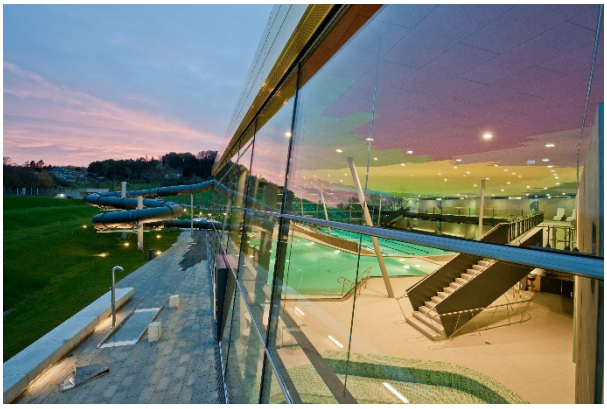
Training is just as important to the Syrdall Schwemm as quality. Currently, four apprentices are being trained, two of whom are close to completing their programmes. Both interview partners emphasise: "If you want good skilled workers, you have to train them yourself. There is no point complaining about a shortage of skilled labour without taking responsibility."

The employer is also taking new approaches to recruitment: committed trainees are offered early job guarantees after successfully completing their training – a clear sign of forward-looking personnel management. The swimming facility operates seven days a week, in a two-shift system, with increased staffing requirements during the summer months. This brings challenges that the management actively addresses. One key element is work-life balance. Many employees now consciously work part-time to better reconcile professional and private life. Staff can also express preferences regarding duty rosters, whether for medical appointments, family occasions or cultural events. Wherever possible, these requests are taken into account.

Another pillar of modern personnel management is clear but flat structures. Team leaders in each department ensure clear responsibilities and relieve the management. Digital tools have significantly improved internal communication. Regular team-building activities – from company outings and New Year's celebrations to professionally facilitated team workshops – also strengthen cohesion and ensure that all employees can contribute.

Finally, the fitness area also supports work-life balance: staff can train free of charge before or after their shift, a benefit that is particularly well received by job applicants.

The Syrdall Schwemm in Community Life – And a Look to the Future

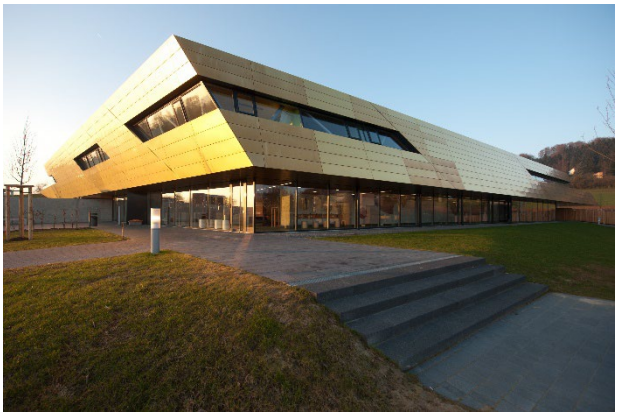


Located between a school and a senior citizens' facility, the Syrdall Schwemm is right where community life takes place. Through school swimming, numerous aqua courses, programmes for senior citizens, family-friendly activities and participation in local events such as the "Nuit du Sport", it has become a regular point of contact for many people.

To ensure that schools and the many aqua courses have sufficient space in the future, the possibility of expanding the Syrdall Schwemm with an additional training pool is currently being examined.

Exclusive Invitation: A Behind-the-Scenes Look at the Technology

What many guests are unaware of is that beneath the visible areas of the Syrdall Schwemm lies an impressive technical zone, almost as large as the facility itself. Filter systems, pumps, heating and ventilation technology as well as numerous installations operate here behind the scenes to ensure comfortable and safe processes.



As part of the celebrations marking the 15th anniversary, this area was opened to the public for guided tours for the first time – and the response was overwhelming.

To give further interested visitors an insight into this usually hidden area, the Syrdall Schwemm is once again offering two exclusive "Behind the Scenes" guided tours.

These will take place on Friday, 8 May at 5.00 p.m., and Tuesday, 19 May at 6.00 p.m.

Participation is free of charge, but places are limited (duration approx. 1 hour).

Registration by e-mail: info@syrdall-schwemm.lu