

South Downs Leisure

PERSON SPECIFICATION – Group Exercise Instructor

Information for applicants:

The person specification provides an outline of the experience, skills and abilities we expect the successful candidate to possess. You should match your own skills, experience and abilities to those listed below.

In line with the 2 ticks Government scheme, applicants with a declared disability will be guaranteed an interview where they score at least 2 (out of a 0-3 scale) on each of the criteria weighted with High Importance i.e. score of 2 multiplied by 3 = 6.

Key:

A – Application form C – Certificates I – Interview PA – Practical Assessment

* weighting scale: 1: High Importance 2: Medium Importance 3: Low Importance

Criteria	Weighting	How Assessed (see key above)
Education / Qualifications <ol style="list-style-type: none">1. Les Mills Qualifications2. GCSE English at grade C or above (or equivalent qualification)	1 3	A,C,PA C
Professional Registration <ol style="list-style-type: none">1. Level 2 Fitness Instructor qualification2. Les Mills	1 1	A and C
Knowledge <ol style="list-style-type: none">1. Experience of a comparable fitness instructing role.2. Class Management3. Experience of dealing with the public in a busy leisure facility.	1 1 3	A, I and PA
Communication <ol style="list-style-type: none">1. Able to provide excellent customer care2. Effective communication skills to deal with colleagues and public3. Ability to multi task and work under pressure	1 1 1	I I I



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Planning / Organisational <ol style="list-style-type: none"> 1. Ability to work unsupervised to lead classes and within specific areas of responsibility 2. High personal standards of accuracy and reliability 3. Excellent organisational skills 	<p>1 1 1</p>	<p>A I</p>
Physical <ol style="list-style-type: none"> 1. Professional appearance 2. Have flexible approach to working hours and environment 	<p>2 2</p>	<p>I</p>
Specialist Knowledge <ol style="list-style-type: none"> 1. Les Mills classes programme and instruction 	<p>1</p>	<p>A,C,PA</p>
Skills and Abilities		
Other <ol style="list-style-type: none"> 1. Able to adapt to working a shift system with the flexibility to cover colleagues at short notice 2. Must be willing to take on additional training as required. 3. Able to work across sites as needed by the role. 	<p>1 1 1</p>	



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