

# South Downs Leisure

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## PERSON SPECIFICATION Swimming instructor

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### 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:    3: High Importance    2: Medium Importance    3: Low Importance

Criteria	Weighting	How Assessed (see key above)
<b>Education / Qualifications</b> 1. GCSE Maths and English grade C or above (or equivalent qualification) 2. Level 2 Swimming teacher Swim England or STA	2 3	C C
<b>Professional Registration</b> 1. CIMSPA Membership 2. RLSS / CIPD / AAT etc	3	A
<b>Knowledge</b> 1. Working knowledge of Leisure Facilities workings	2	I
<b>Communication</b> 1. Able to provide excellent customer care consistently over the telephone and /or in person  2. Effective communication skills to deal with colleagues and public		I  I
<b>Experience</b> 1. Experience of a comparable leisure based organization 2. Experience of dealing with the public in a busy leisure facility		I I
<b>Physical</b> 1. Able to move sporting equipment as directed		I



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<b>Specialist Knowledge</b> <ol style="list-style-type: none"><li>1. Understanding of Health and Safety Legislation</li><li>2. ICT skills</li><li>3. NPLQ (for Lifeguard roles)</li></ol>		
<b>Skills and Abilities</b>		
<b>Other</b> <ol style="list-style-type: none"><li>1. Able to adapt to working a shift system with the flexibility to cover colleagues at short notice</li><li>2. Must be willing to take on additional training as required.</li><li>3. Able to work across sites as needed by the role.</li></ol>		



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