

PERSON SPECIFICATION

**Job title:**  Swimming and Sports Instructor

**Working hours:** 36 hours per week, term time only

**Salary:** SCP points 2-10

**Accountable to:**  Head of PE

**Skills and knowledge**

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| In-depth and up to date knowledge of swimming | Essential |
| Recent lifeguarding experience | Highly Desirable |
| Ability to instruct in and out of the swimming pool as necessary | Essential |
| Strong communication skills | Essential |
| Working knowledge of common ICT applications, eg G Suite | Desirable |
| Physically able to set up and manage necessary equipment | Essential |
| Ability to provide information, advice and guidance | Desirable |
| Ability to manage relationships during classes and extracurricular activities | Essential |
| Excellent organisational skills/administrative skills | Essential |

**Qualifications/Attainment**

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| --- | --- |
| Lifeguarding qualification (NPLQ) | Essential |
| GCSE Mathematics and English – Grade C or above | Essential |
| Adhering to and creating Health and Safety risk assessments | Desirable\* |
| Relevant professional/industry qualifications/training | Highly Desirable |
| Experience of sports instructing beyond swimming | Desirable |

**Experience**

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| Working as part of a team | Essential |
| Working with young people of secondary age | Desirable |

**Attitude/approach**

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| --- | --- |
| Able to form good working relationships with colleagues, and to relate appropriately to students | Essential |
| Reliable and good time-keeper | Essential |
| Discreet and able to deal with confidential information appropriately | Essential |
| Hard working and well motivated, positive outlook | Essential |
| Willing and able to work independently and as part of a team | Essential |
| Able to show initiative and problem-solve | Essential |
| Caring but firm approach and empathy towards young people | Essential |
| Able to form effective working relationships with staff | Essential |
| Enthusiastic and committed to the aims/objectives of the school | Essential |
| Willing to participate in wider school activities and departmental extra curricular activities/events | Essential |

\*Training and support can be provided