

PERSON SPECIFICATION

POST: Swimming Teacher (Level 2)

GRADE: 3 – SCP 5

The person specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate how you meet each of the following criteria in your application.

ESSENTIAL REQUIREMENTS	Assessment Criteria
Qualifications:	
• ASA Level 2 Swim Teacher; ASA Teacher (or equivalent) UKCC Level 2 Aquatics Teacher	A/C
• RLSS National Rescue Award Test for Teachers & Coaches	A/C
Skills	
• Teaching skills in accordance with the qualification above	A/I
• Sound communication skills	I/T
• Ability to maintain discipline	I/T
• An ability to deliver the classes in an effective and enjoyable manner	I/T
• An ability to work as an efficient member of a team	I
• To be able to complete the administrative tasks related to the post this may include the use of a computer	A/I/T
• To demonstrate an understanding of and a commitment to customer care	A/I
• To demonstrate the ability to empathise with and motivate all ages and levels of swimmers	A/I/T
Experience & Knowledge	
• To have experience of working in a poolside teaching environment with a variety of size of groups and abilities including school swimming sessions	A/I
• To have had experience of the National Plan for Teaching of Swimming	A/I
• To have undertaken linked to the qualification held, Continual Professional Development courses as appropriate	A/C
• To have a knowledge of Health & safety requirements for sport and leisure activities and the associated risks	A/I
• To understand the needs for planning and evaluation including the main elements of a lesson and scheme of work	A/I/T

Behaviours		
•	Professional	AF/I
•	Respectful	AF/I
•	Knowledgeable	AF/I
•	Passionate	AF/I
•	Solutions Driven	AF/I
DESIRABLE REQUIREMENTS		Assessment Criteria
Qualifications:		
•	RLSS NPLQ (if not held to be aware this will be a requirement of the post to be achieved within six months of appointed)	A/C
•	First Aid At Work	A/C
Experience & Knowledge		
•	To have experience of teaching groups with a variety of abilities	A/I
•	To have an awareness of the National Plan for Teaching of Swimming	A/I
•	To have attended the Minimum Operating Standard Courses of Child Protection; Working with Disabled Athletes; Equity in Your Coaching	A/C

NOTE TO APPLICANTS:

Please demonstrate in your application how you feel you meet the above requirements

KEY: I = Interview, C = Certificate, AF = Application Form, T = Test