



Person specification			
Post title	Swimming Teacher Lvl 2	Grade	Scale E
Company	Volair Limited	Section/team	Swim Team
Criteria	<i>Essential requirements</i>		* M.O.A
Skills, knowledge, experience etc			
S1	Range of effective Communication skills		A I
S2	Ability to maintain discipline and demonstrate professional manner		A I T
S3	An ability to deliver to classes in an effective and enjoyable manner		I T
S4	An ability to work effectively as an efficient member of a team		A I
S5	The ability to use a computer and appropriate packages linked to the role		I T
S6	To demonstrate the ability to empathise with and motivate all ages and levels of swimmers		A I T
S7	To be able to lead and supervise a team of teachers and develop their skills for the benefit of the Swim Scheme		A I
Qualifications			
Q1	ASA Level 2 (or equivalent) and relevant CPD training		A C
Q2	RLSS NPLQ (if not held then this will be a requirement of the post within one month of being appointed)		A C
Q3	ASA Disability Teaching (level 1 or 2) or ASA Aquatic Fitness Qualifications		A C
Personal attributes and circumstances			
P1	To have experience of working in a poolside teaching environment with a variety of sized groups and abilities		A I
P2	To have experience of developing and delivering a site based aquatic programme		A I
P3	To have experience of managing staff		A I
P4	To have undertaken Continual Professional Development (linked to the qualification held) as appropriate		A I
P5	To hold an ASA Licence (this must be achieved within three months of appointment and held as a condition of this post)		A I
P6	To have a knowledge of the National Plan for Teaching Swimming, and its workings		A I P
P7	To have a knowledge of health and safety requirements for sport and leisure activities and the associated risks		A I
P8	To understand the need for planning and evaluation including the main elements of a lesson and scheme of work		A I T



***Method of assessment (*M.O.A)**

A = Application form

C = Certificate

E = Exercise

I = Interview

P = Presentation

T = Test

AC = Assessment centre

Date	Approved by authorised manager	Designation
6.4.16	Sam Goodwin	Head of Business Management

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people**
- **Emotional resilience in working with challenging behaviours**
- **Attitudes to use of authority and maintaining discipline**