

**SWIM COACH**  
**PERSON SPECIFICATION**

Attributes	Essential	Desirable	Assessment Method
Qualifications and Registration	<ul style="list-style-type: none"> <li>• Qualified to Degree level</li> <li>• <i>Swimming – ASA Level 2 Swim Coach (or equivalent), RLSS Qualification, NPLQ Qualification and NPLQ Trainer Assessor</i></li> <li>• Meets the registration requirements of the Scottish Social Services Council (SSSC)</li> </ul>	<ul style="list-style-type: none"> <li>• Degree in coaching, sports science, or sports studies</li> <li>• First Aid qualification including use of defibrillators</li> <li>• Currently working in education</li> <li>• Coaching certificates in any other school sport</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates at interview</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of working with children and adolescents</li> </ul>	<ul style="list-style-type: none"> <li>• Previous boarding school experience</li> <li>• Ability to use Excel/spreadsheets for ordering equipment &amp; stock</li> <li>• Experience of managing a team of Lifeguards</li> <li>• Budget management</li> <li>• Experience of plant pool operations</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
Skills/Abilities specific to the post	<ul style="list-style-type: none"> <li>• Proactive;</li> <li>• Able to use own initiative;</li> <li>• Ability to coach relevant skills, tactics and techniques</li> <li>• Monitoring and enhancing performance by providing tuition, encouragement and constructive feedback - identifying strengths and areas of development</li> <li>• Ability to develop training programmes</li> <li>• IT skills - undertake administrative tasks</li> <li>• Assist with sports promotion/development.</li> <li>• Reliable and Trustworthy</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of strength and fitness development in the pool</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>

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Interpersonal skills & social skills	<ul style="list-style-type: none"><li>• Good communicator;</li><li>• Well organised;</li><li>• Able to demonstrate leadership skills;</li><li>• Able to work in teams and as an individual;</li><li>• Maintain a professional approach;</li><li>• Be a positive role model</li></ul>		<ul style="list-style-type: none"><li>• Interview</li><li>• Lesson</li></ul>
Physical requirements	<ul style="list-style-type: none"><li>• Ability to move freely around campus</li><li>• Good health record</li></ul>		<ul style="list-style-type: none"><li>• Interview</li></ul>
Particular requirements of post	<ul style="list-style-type: none"><li>• Car owner/driver with full driving licence</li><li>• <i>Business Insurance</i></li></ul>		<ul style="list-style-type: none"><li>• Application form</li><li>• Interview</li></ul>