PERSON SPECIFICATION

Post:	**Swimming Teacher**
Job Family/ Grade/Level:	Social Renewal, Learning and People Development 2 – Grade 3

GLASGOW LIFE IS A COMPETENCY FRAMEWORK EMPLOYER

Summary of Role	The Swimming Teacher will work within Glasgow Life, Sports Participation Team providing participation/development opportunities for all, supporting the delivery of the learn to swim programme from pre-school children through to Adult learners. You will be integral to ensuring the programme is a success and will deliver all levels within the swimming programme. Glasgow sport delivers the Scottish Swimming Framework ensuring the programme meets nationally recognised standards. You will be responsible for planning and delivery of our day-to-day swim classes which are aligned to the Scottish Swimming Framework. Key responsibilities include: • Direct the delivery of daily swim lessons • Ensure a safe learning environment is provided for all participants • Work within a team of teachers with the support of a Lead Teacher & Swim Co-ordinator • Act as a positive role model to deliver the best possible experience for our customers • Ensure best practice is maintained following the learn to swim syllabus • Provide excellent customer service to all customers within the programme • Report attendance & progress of each participant utilising the Learn 2 reporting system. • Maintain a high level of knowledge and teaching standards by attending in-house training opportunities & utilising the Scottish Swimming HIVE Learning Platform & internal GOLD training website

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CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Education, Qualifications & Training	Scottish Swimming Teaching Qualification (SSTQ) or equivalent	Early Years Qualification Early Years delivery experience Any other UKCC Aquatics Discipline	☐ Application Form ☐ Certificates
Skills, Knowledge & Competencies	Experience/knowledge and enthusiasm of working with children in a group Swimming Environment ages 4yrs and above	Experience/knowledge and enthusiasm of working with Babies/Pre-school children (0-4yrs) in a group Swimming Environment Motivated and innovative person who is passionate about teaching adults	☐ Application Form ☐ References ☐ Interview
Other	Good communication skills and a flexible approach to work This post is subject to becoming a member of the Protection of Vulnerable Groups Scheme (PVG). Successful candidates for this position will be required to pay for their PVG Membership/or scheme checks		☐ Interview

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CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Knowledge of Glasgow Life	• Demonstrates enthusiasm for working with Glasgow Life	• Knowledgeable about Glasgow Life and why it exists • Knowledgeable about Glasgow Life's services • Understands Glasgow Life's mission	☐ Application Form
Understanding of the Role	• Has read the person spec and understands the role • Has realistic expectations of the role • Understands what will be expected of them in the role • Demonstrates enthusiasm for the role • Recognises that certain aspects of the role may be challenging • Has given consideration to overcoming any challenging aspects of the role • Understands and recognises their own limitations		☐ Application Form
Communication	• Application is clear and easy to understand • Applicant has provided sufficient information • Applicant has provided relevant information • Application is completed fully and to a satisfactory standard		☐ Application Form
Skills Experience and Qualifications	• Applicant has the qualifications required for the role • Applicant has the skills required for the role • Applicant meets the criteria as listed on the person spec	• Applicant has relevant work experience • Applicant has sufficient work experience • Applicant has work experience at the required level	☐ Application Form
Personal Qualities	• A positive can-do attitude • Resilient and shows willingness to face challenges • Flexible and adaptable • Goes above and beyond • Understands the importance of treating everyone as an individual (customer service posts only)		☐ Application Form