

PERSON SPECIFICATION

Post Title	Leisure Attendant	Band	3	Job Evaluation Reference	BM23
Required Attributes					
1. EDUCATION AND TRAINING				Essential	Desirable
Qualifications as an essential criteria can only be asked if it is a <u>fundamental</u> requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an <u>indication</u> of the knowledge required to perform the role and equivalent knowledge/experience* should be considered (i.e. SCQF Level 6 or equivalent knowledge/experience)					
*equivalent knowledge/experience can be gained in several ways including relevant work experience, voluntary or community activities, on-the-job or off-the-job training or full-time or part-time study					
RLSS National Pool Lifeguard				✓	
First Aid					✓
Swim Teacher					✓
Coaching Qualifications					✓
IT Qualifications					✓
Fitness Qualifications					✓
2. KNOWLEDGE AND EXPERIENCE				Essential	Desirable
Consider what knowledge and experience is essential at the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
Dealing with the public				✓	
Working in the leisure industry				✓	
Cash handling					✓
Customer care				✓	
Dealing with staff/customer issues				✓	
Health and Safety in a leisure environment					✓
3. SKILLS AND ABILITIES				Essential	Desirable
Consider what skills and abilities are essential the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
Prioritise work				✓	

Good team player	✓	
Good communication skills	✓	
Good organisational skills	✓	
Good leadership skills	✓	
4. PERSONALITY FACTORS	Essential	Desirable
• Include personality traits and interpersonal skills that align to the Councils Core Behaviours		
Self-motivated	✓	
Enthusiastic and energetic	✓	
Approachable	✓	
5. OTHER REQUIREMENTS	Essential	Desirable
• Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc		
Shift work	✓	
Flexible working, including evenings and weekends	✓	
Relevant PVG checks prior to appointment	✓	
Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours: • Strengthen – our Communities • Understand – our children's needs • Protect – our vulnerable people • Promote – equality and diversity • Open and transparent – at all times • Respect – our environment • Treat – each other with kindness		

Guidance:

A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.