Job Title: **Swimming Teacher & Multi Facility Role**

Responsible to: **Swimming Development Manager**

Grade & Salary: **Grade 2 (£25,878 per annum FTE)**

Job Purpose:

To provide a quality swimming instructional programme for all abilities to support wider facility operations as required. To plan swimming lessons, so that individuals needs can be met, by enhancing their experience and making the best progress with each child/adult in the programme. To provide swimming lessons at all pools where the Learn to Swim program is in operation – The PEAK, Stirling High School, Wallace High School, Bannockburn High School and Balfron High School.

What's expected of you

We recognise that our team members are at the heart of everything we do. We want to ensure that we recruit the right people and develop them in line with our values of People Centred, Ambitious, Respect, Team Spirit and Integrity. We believe that our values are instrumental in the way we carry out our business and behave each day. The duties and how we expect you to carry out this role are listed under each of the following values. Qualifications and training can be provided for the candidates with the right attributes and enthusiasm.

People Centred – People are at the centre of everything we do

You will:

- Create a great experience for customers and your team members.
- Go the extra mile to help a customer or colleague in your own or another team.
- Plan and prepare quality swimming sessions including lesson planning and evaluation.
- Support facility operations by performing lifeguard duties, gym floor walking and supporting the delivery of Holiday Clubs.

Ambitious – Pushing ourselves to be at the top of the game every time

You will:

- Learn and develop new skills to maximise your potential
- To deliver a good quality swimming programme, targeted at developing swimming skills from pre-school through to an advanced standard (including disability, group and adult sessions).
- Share ideas with Learn to Swim Coordinator and Swimming Development Manager to improve the Learn to Swim programme.
- Develop your own skills by completing a lifeguard and/or Level 2 gym qualification to support facility operations when you are not teaching.

Respect – Everyone counts

You will:

- Treat others as you'd like to be treated and be mindful of their opinions
- To monitor and assess the development of children. Remaining responsive to their motivational needs in order that they may be encouraged to their ability, and progress through the programme levels.
- To advise and answer parent enquiries in relation to their child's development and programme in a constructive manner.
- To be available to provide cover for classes for holidays/sickness where possible.
- Act appropriately in emergency situations, including the provision of first aid, and following procedures and reporting arrangements.

Team Spirit – By working together, we work better

You will:

- Be a true team player displaying a positive attitude and you will have a key role in creating a successful team
- Develop yourself to work better together within your team and with the wider business making sure you support colleagues in all that they do
- Be an integral part of the chain of communication between management and the team, making sure they're all up to date with business news
- To assist in the promotion of the swimming programme and other Active Stirling programmes if required
- Support the delivery of holiday club by providing aquatics lessons to participants and providing dryside activity cover if required

Integrity – We do what we say we'll do

You will:

- Be honest and trustworthy in all that you do, following through on all tasks given to you.
- Represent Active Stirling in a professional and positive manner throughout swim teaching and wider delivery ensuring customers receive positive experiences.
- Undertake to deliver the services with the diligence, skill and care expected of an experienced and competent Swimming Teacher.
- Maintain appropriate and up to date qualifications. Update training record through training site.
- Continuing commitment to professional development keeping up to date with recent trends in Swimming and other development opportunities.
- Report on the condition of equipment and facilities in order that quality standards and safety are maintained.
- To be fully conversant with and ensure that all health & safety requirements and procedures are adhered to.

These key tasks are not intended to be exhaustive, but they highlight a number of major tasks that the post-holder may be expected to undertake.

Working Hours

Working a variety of shifts typically 5 days over 7 days to cover facility opening hours from 9.00am to 9.00pm. Must be available to work afterschool hours, evenings and weekends.

Additional comments

Every job description in the organisation will be subject to a review either:

- on an annual basis at the time of the annual appraisal meeting, or
- as a result of a change in strategic direction, or
- as a result of a team/ operational requirements, or
- as a result of agreed performance appraisal needs and objectives, or
- within six months of appointment.

Personal Profile

Experience & Qualifications:

- SSTQ – Scottish Swimming Teacher Qualification (must already hold this qualification).
    - If no SSTQ is held then successful candidates will be scheduled to attend an SSTQ course. Provisionally we are looking to run a course on the following dates:
    - Tuesday 12 January 2027 - 09:00-18:00
    - Wednesday 13 January 2027 - 09:30-18:30
    - Friday 15 January 2027 - 09:30-18:30
    - Saturday 16 January 2027 - 09:00-12:00
    - Sunday 17 January 2027 - 09:00-12:00
    - Monday 18 January 2027 - 09:30 18:30
    - Wednesday 20 January 2027 - 09:30-18:30
    - Friday 22 January 2027 - 09:30-18:30
    - Saturday 23 January 2027 - 09:00-13:00
- STA Safety Award would be Thursday 28 January 2027 09:00-15:30
- Safety Award for Teachers Qualification.
- Lifeguard Qualification or equivalent Rescue Award.
- Recent relevant experience in teaching/coaching school aged children.

Skills and Personal Qualities:

- Excellent verbal and good written communication skills.
- Good organisational skills.
- Excellent interpersonal skills.
- Ability to motivate class participants
- Flexible approach to working hours
- Excellent inter-personal skills
- Great personality.
- Good team player.

Job Dimensions:

Structure:

