

<b>Post Title</b>	<b>Coach / Instructor Level 3+</b>
<b>Division</b>	<b>Sport and Active Communities</b>
<b>Section</b>	<b>Community Sport</b>
<b>Location</b>	<b>City Wide</b>

\* Candidate's suitability will be measured by assessment in the following ways:

**A** – Application: **I** – Interview: **R** – References: **X** - Interview Exercise[s]

		Essential	Desirable	Assessment
<b>Experience</b>				
1	Coaching / Instruction to all ages / abilities in sport / activity of qualification	X		A I
2	Engaging with children and young people from particularly hard to reach groups through sport and physical activity in education, sport, health, community, leisure and/or recreation industries to produce long term positive behaviour change	X		A I
3	Supervising, supporting and mentoring of coaches, helpers and volunteers		X	A I
4	Working with sport clubs, Local Authority, Active Schools and NGB's		X	A I
5	Mini-bus driving [17-seater with trailers/attachments]		X	A I
<b>Knowledge</b>				
6	Thorough knowledge of policies and Standard Operating Procedures etc. relating to delivery in sport / activity of qualification	X		A I
7	Clear understanding of the benefits that physical activity and sport can bring to all	X		A I
8	Knowledge of development pathway and competition framework in sport / activity of qualification	X		A I
<b>Skills and Abilities</b>				
9	Good communication skills in all formats		X	I R
10	Effective team worker	X		I R
11	Self-motivated	X		I R
12	Effective organisation and planning skills	X		A I
13	Ability to motivate participants	X		A I
14	Ability to communicate with participants of all ages and parents / guardians.	X		A I
15	Experience of working alongside coaches / instructors as part of a coaching programme, developing new ideas and approaches to deliver better services		X	A I
<b>Attributes</b>				
17	Enthusiastic with a positive [can-do] attitude	X		I R
18	Confident		X	I R

19	Adaptable		X	A I
20	Customer focused		X	A I
<b>Qualifications and Training</b>				
22	Relevant Scottish Coaching Qualification – Advanced Coach Practitioner Level / Outdoor Adventure Qualification [or equivalent – see Sport Aberdeen C/I Qualification List]	X		A
23	First Aid Qualification		X	A I
24	Ongoing CPD		X	A I
25	Willingness to undertake training/accreditation required for job role		X	I
26	Full driving licence with D1 or Mini-bus Driving Qualification		X	A I
<b>Other</b>				
27	Current membership of the National Governing Body or willingness to obtain prior to a formal offer of employment and maintain during employment	X		A I

<b>Prepared by</b>	Dianne Breen – Membership and Programming Services Manager	March 2021
<b>Approved by</b>	Nickie Scorgie – Head of Human Resources & Organisational Development	March 2021
<b>Status</b>	DRAFT	