

Post Title	Coach / Instructor Level 2
Division	Customer and Commissioning
Section	Programmes and Memberships
Location	City Wide

* 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
	Experience			
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
	Knowledge			
5	Knowledge of policies and Standard Operating Procedures etc. relating to delivery in sport / activity of qualification	X		A I
6	Clear understanding of the benefits that physical activity and sport can bring to all		X	A I
7	Knowledge of development pathway and competition framework in sport / activity of qualification		X	A I
	Skills and Abilities			
8	Good communication skills in all formats		X	I R
9	Effective team worker	X		I R
10	Self-motivated	X		I R
11	Effective organisation and planning skills	X		A I
12	Ability to motivate participants	X		A I
13	Ability to communicate with participants of all ages and parents / guardians.	X		A I
14	Experience of working alongside coaches, instructors as part of a coaching programme, developing new ideas and approaches to deliver better services		X	A I
	Attributes			
15	Enthusiastic with a positive (can-do) attitude	X		I R
16	Confident		X	I R
17	Adaptable		X	A I
18	Customer focused	X		A I

Qualifications and Training			
19	Scottish Golf CGI course. (Community golf instructor.)	X	A
20	First Aid Qualification		X A I
21	Ongoing CPD		X A I
22	Willingness to undertake training/accreditation required for job role		X I
23	PVG membership for Regulated Work with Children and Protected Adults or willingness to be obtain prior to a formal offer of employment	X	A
Other			
24	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

Prepared/Updated by	Dianne Breen – Programme & Membership Services Manager	May 2021
Approved by	Nickie Scorgie - Head of Human Resources & Organisational Development	May 2021
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