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Post Title	Lifeguard
Division	Community Leisure Operations
Section	Operational Facilities
Location	Citywide

* 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	Good communication skills	X		I
	Skills and Abilities			
2	Able to work with others co-operatively (both internally and externally) in order to achieve better services and customer focused outcomes	X		A,I,R
3	Strong swimmer – ability to pass swim test at interview	X		X
4	Able to ensure that the objectives and standards of the job are achieved	X		I
5	Able to demonstrate a drive and desire to improve performance and deliver better services	X		I
6	Willing to take responsibility for own actions	X		A,I
7	Safety conscious and willing to work with the employer to maintain a safe and healthy place of work	X		A,I
8	Good communication skills in all formats		X	I R
9	Effective team worker	X		I R
10	Self-motivated	X		I R
	Attributes			
11	Enthusiastic with a positive (can-do) attitude	X		I R
12	Confident		X	I R
13	Adaptable		X	
14	Interest in swimming and leisure	X		A,I
15	Able to behave in a consistent and reliable manner whilst ensuring that everyone is treated fairly and with respect	X		I
16	Recognises that customer service is part of everyone's job and able to take into account customer needs and strive to achieve them	X		A,I

Qualifications and Training			
17	Current National Pool Lifeguard Qualification	X	A
18	First aid certificate		X A
19	PVG Membership for Regulated Work with Children and/or Protected Adults or willingness to obtain prior to a formal offer of employment being made.	X	A
20	Ongoing CPD		X A I
21	Willingness to undertake training/accreditation required for job role		X I
Other			
22	The job may involve some evening and occasional weekend working		

Prepared/Updated by	Director of Community Leisure Operations	May 2021
Approved by	Head of Human Resources & Organisational Development	May 2021
Status	ISSUED	May 2021