

Post Title	Health & Fitness Instructor
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	Recognised experience of working in a Sport, Fitness or Health environment		X	A I
2	Practical experience of working in a Gym environment	X		A I
3	Practical experience of delivering small group fitness classes	X		A I
4	Practical experience of writing exercise programmes and client progression	X		A I X
5	Experience of engaging hard to reach groups in sport and physical activity [e.g. older people, people with a disability]		X	A I
6	Experience of working with health practitioners or specialist health partners		X	A I
7	Practical experience of personal/1-2-1 training		X	A I
	Knowledge			
8	A clear understanding of the benefits that physical activity and sport can bring to all	X		I
9	Understanding the barriers and challenges that some individuals may face when participating in physical activity	X		I
	Skills and Abilities			
10	Good communication skills in all formats	X		I R
11	Excellent customer care skills	X		I
12	Ability to adapt and embrace change	X		I R
13	Good numerical skills		X	A
14	Good organisational skills	X		A I
15	The ability to adapt physical activities to the needs of the individual	X		A I
16	Ability to motivate and inspire individuals and groups to make physical activity a part of their daily lives	X		A I
	Attributes			

17	Enthusiastic	X		A I R
18	Able to work cohesively as part of a team/ Working in a team environment	X		I R
19	Confident and able to interact appropriately with a wide range of groups and individuals	X		I R
20	Ability to motivate others	X		I
21	The ability to set and achieve high standards in line with Sport Aberdeen's Company values	X		I
22	Self-motivated and an ability to work unsupervised	X		I
23	Adopt a positive [can do] and flexible attitude	X		I
Qualifications and Training				
24	Level 2 Gym Instructor	X		A
25	Advanced Instructor – Level 4 Exercise Specialist / GP Referral		X	A
26	First Aid at Work		X	A
27	Group Exercise qualifications (Exercise to Music)		X	A
28	Evidence of Continuous personal development	X		A I
29	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
Other				
30	Possess personal motivation, which inspires a strong commitment to working towards providing a wide range of health and physical activity programmes for Sport Aberdeen customers	X		I

Prepared/Updated by	Evelyn Mair – Group Health & Fitness Manager	December 2022
Approved by	Nickie Scorgie – Head of HR and Organisational Development	December 2022
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