



SOUTH LANARKSHIRE
Leisure & Culture

Watersport Instructor Job Profile

Service: Outdoor Recreation	Grade Scale: Grade 1 Level 4
Reports to: Duty Officer	

Purpose of Job
Water sport instructors will plan and deliver a series of progressive, sessions at the appropriate level for the participants, to achieve pre-set goals. They will liaise with on duty Senior Instructor and facility management. All activities to be conducted in line with the appropriate Health and Safety Guidelines and Regulations.

Key tasks and responsibilities
<ul style="list-style-type: none"> To deliver and coach programmes using a set syllabus using different pathways to achieve the stated learning outcome.
<ul style="list-style-type: none"> Set Up and take down equipment.
<ul style="list-style-type: none"> To undertake health and safety checks including dynamic risk assessments, weather forecasts, and medical records.
<ul style="list-style-type: none"> Feedback to participants and parents and give guidance on pathways for progression for participants.

Person Specification		
CRITERIA	ESSENTIAL	DESIRABLE
Education, Qualification and Training	One of the following qualifications are required: <ul style="list-style-type: none"> RYA Dinghy Instructor, RYA Start or Intermediate Windsurf Instructor, RYA Power Boat Instructor, RYA Senior Instructor (Windsurfing or Sailing), UKCC Level 1 or 2 Kayak/Canoe Instructor 	
Skills, knowledge, experience	<ul style="list-style-type: none"> Experienced in a customer focused environment. Demonstrate good knowledge and experience of National governing body programme. To be able to demonstrate good time management and planning. Excellent communication skills 	
Personal Qualities	<ul style="list-style-type: none"> Customer focused Supportive team player To work in a flexible and adaptable manner 	

Other		

Safer Recruitment Checks

As part of our approach to good practice and safer recruitment we carry out a number of pre-employment checks.

- Asylum and Immigration right to work in the UK
- Reference check: external candidates require 2 references, one of which must be your from present or most recent employer: Internal candidates require 1 reference from current line manager.
- Candidate Disclosure Check, where applicable

Behaviour Framework

The Behaviour Framework is a set of core behaviours that defines how employees approach work to enable the delivery of key tasks for the role. The expected behaviours for this role are:

Own It – what can you do

- Are motivated to deliver the best possible services possible.
- Aim to get things right first time and commit to continuous improvement.
- Demonstrate fairness, inclusivity, valuing diversity and equality.
- Ensure compliance with external/internal regulations and that you and others are responsible and accountable.
- Take ownership of decisions and consider the wider implications for you, the team, and the organisation.
- See a job through to completion.
- Be accountable for outcomes good or bad.

Be a great team - what can you do

- Work together with colleagues and customers and take time to build effective working relationships.
- Celebrate team success and create a positive team spirit.
- Share skills and knowledge, encourage and support other in applying their ideas to working practices - helping others to help themselves.
- Encourage working together for the benefit of customers.
- Works alongside internal and external colleagues to meet common objectives.
- Actively and respectfully listens to people in order to understand them and their views.
- Contributes appropriately to team and other meetings and discussions.
- Respects diversity and promotes equality of opportunity when working with colleagues and members of the public.

Do the right thing – what can you do

- Display a positive attitude.
- Are enthusiastic in your approach to tasks.
- Lead by example through sharing your knowledge and skills with others.
- Provide support to your colleagues and team.

- Is aware of and adheres to professional codes of practice and the code of conduct and understand how these impact on employment.

Be Positive - what you can do

- Are punctual and friendly and demonstrate a positive professional attitude.
- Take pride in your own work and that of your team members.
- Understand who your customers are and why they matter.
- Are willing to go the extra mile for our customer and act upon their feedback.
- Are hospitable and make customers feel good.
- Are willing to go the extra mile for our customer.
- Put the customer first in all that you do.