

Health and Fitness Assistant Job Profile

Service: Operations and Estates	Grade Scale: Grade 2 Level 1
Reports to: Duty Officer	

Purpose of Job
To focus on supporting customers with long term conditions within the fitness environment.

Key tasks and responsibilities
<ul style="list-style-type: none"> • Provide guidance, assistance, and opportunities for customers from the health programmes and / or additional support needs, with regards to programming (gym or class) for specific conditions with a clear understanding of associated contra-indications. • Undertake consultations and prescribe suitable programmes and goals in relation to physical activity and weight management. Encourage, refer / signpost to appropriate lifestyle services focusing on physical activity and weight management. • Promote SLLC membership options to all existing and potential members in line with targets. • Ensure safe and effective usage of the gym environment for customers, fellow staff and oneself. • Coordinate and provide corporate and site-specific retention initiatives. • To undertake cleaning and preventative maintenance duties

Person Specification		
CRITERIA	ESSENTIAL	DESIRABLE
Education, Qualification and Training	Level 3 Diploma in Fitness Instructing / Personal Training, relevant to HND or equivalent	Level 4 BACR qualification (British Association of Cardiac Rehab) Level 4 PSI qualification (Postural Stability Instructor)
Skills, knowledge, experience	Experience of working in a gym and designing an exercise programme for various fitness levels Ability to motivate and inspire individuals of all fitness levels to achieve their fitness goals.	Work with a range of individuals to improve health outcomes and experience around ongoing health conditions Staff supervision Experience of health and safety processes and

	<p>Strong communication (verbally and written) and interpersonal skills</p> <p>Knowledge of exercise physiology, anatomy, and nutrition</p>	procedures within leisure setting
Personal Qualities	<p>Customer focused.</p> <p>To work in a flexible and adaptable manner</p> <p>Work together with colleagues.</p> <p>Positive attitude</p>	
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 from your 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.
- 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
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • 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.