

<b>Index</b>	<b>089/HWA/HC</b>
<b>Post Title</b>	<b>Health &amp; Wellness Advisor</b>
<b>Division</b>	<b>Sport &amp; Active Communities</b>
<b>Section</b>	<b>Healthy Communities</b>
<b>Location</b>	<b>Citywide</b>

\* 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
<b>Experience</b>				
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 fitness/exercise classes	X		A I
4	Practical experience of writing exercise programmes	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 or long-term health condition]		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
<b>Knowledge</b>				
8	The ability to adapt physical activities to the needs of the individual	X		A I
9	Ability to motivate and inspire individuals and groups to make physical activity a part of their daily lives	X		A I
10	Good organisational skills	X		A I
11	A clear understanding of the benefits that physical activity and sport can bring to all	X		I
12	Understanding the barriers and challenges that some individuals may face when participating in physical activity	X		I
<b>Skills and Abilities</b>				
13	Good communication skills in all formats	X		A I
14	Good organisational skills	X		A I
15	Good numerical skills		X	A
16	Enthusiastic	X		A I
17	Able to work cohesively as part of a team	X		A I

18	Excellent customer care skills	X		A I
19	Ability to motivate others	X		A I
20	The ability to set and achieve high standards in line with Sport Aberdeen's Company Values	X		A I
<b>Attributes</b>				
21	Confident and able to interact appropriately with a wide range of groups and individuals	X		A I
22	Adopt a positive [can do] and flexible attitude	X		A I
23	Self-motivated and an ability to work unsupervised	X		A I
24	Ability to adapt and embrace change	X		A I
<b>Qualifications and Training</b>				
25	Level 2 Fitness Instructor and/or Exercise to Music Qualifications	X		A
26	Group Exercise Qualifications		X	A
27	Level 3 Exercise Referral Qualification [or willing to gain within 6 months of employment]	X		A
28	Level 4 Specialist Qualification		X	A
29	First Aid at Work		X	A
30	Evidence of continuous professional development	X		A I
31	PVG Membership for Regulated Work with children and/or protected adults or a willingness to obtain prior to a formal offer of employment being made.	X		A
<b>Other</b>				
32	Possesses 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		

<b>Prepared/Updated by</b>	Andrinne Craig - Healthy Communities Manager	November 2023
<b>Approved by</b>	Nickie Scorgie - Head of Human Resources & Organisational Development	November 2023
<b>Status</b>	ISSUED	November 2023