

Post Title	Instructor Level 3+
Division	Sport & Active Communities
Section	Adventure Aberdeen
Location	City Wide

* 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	Coaching / Instruction to all ages / abilities in sport / activity of qualification	X		A I
2	Engaging with children and young people from particularly hard to reach groups through sport and physical activity in education, sport, health, community, leisure and/or recreation industries to produce long term positive behaviour change	X		A I
3	Supervising, supporting and mentoring of coaches, helpers and volunteers		X	A I
4	Working with sport clubs, Local Authority, Active Schools and NGB's		X	A I
5	Mini-bus driving (17-seater with trailers/attachments)		X	A I
Knowledge				
6	Thorough knowledge of policies and Standard Operating Procedures etc. relating to delivery in sport / activity of qualification	X		A I
7	Clear understanding of the benefits that physical activity and sport can bring to all	X		A I
8	Knowledge of development pathway and competition framework in sport / activity of qualification	X		A I
Skills and Abilities				
9	Good communication skills in all formats		X	I R
10	Effective team worker	X		I R
11	Self-motivated	X		I R
12	Effective organisation and planning skills	X		A I
13	Ability to motivate participants	X		A I
14	Ability to communicate with participants of all ages and parents / guardians.	X		A I
15	Experience of working alongside coaches, instructors as part of a coaching programme, developing new ideas and approaches to deliver better services		X	A I
Attributes				
16	Enthusiastic with a positive (can-do) attitude	X		I R
17	Confident		X	I R

18	Adaptable		X	A I
19	Customer focused		X	A I
Qualifications and Training				
20	Relevant Scottish Coaching Qualification – Advanced Coach Practitioner Level / Outdoor Adventure Qualification (or equivalent – see Sport Aberdeen CIT Qualification List)	X		A
21	First Aid Qualification		X	A I
22	Ongoing CPD		X	A I
23	Willingness to undertake training/accreditation required for job role		X	I
24	Full driving licence with D1 or Mini-bus Driving Qualification		X	A I
25	PVG membership for Regulated Work with Children and Protected Adults or willingness to be obtain prior to a formal offer of employment	X		A
Other				
26	Current membership of the National Governing Body or willingness to obtain prior to a formal offer of employment and maintain during employment	X		A I

Prepared/Updated by	Mike Gifford – Adventure Aberdeen Manager	May 2021
Approved by	Nickie Scorgie - Head of Human Resources & Organisational Development	May 2021
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