# **PERSON SPECIFICATION: Beach Lifeguard Supervisor POST REFERENCE: 104437**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | * RLSS National Vocational Beach Lifeguard Qualification (I)
 | * English and Maths GCSE qualifications (grade C or higher) or equivalent (F).
 |
| * **Work or other relevant experience**
 | * Experience of working with the public (F, I)
* Previous beach lifeguarding experience (F, I)
 | * Experience of supervising Staff (F, I)
 |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

 **2**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS  | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Skills, abilities, knowledge and competencies**
 | * Physical fitness and swimming ability to undertake lifeguard duties (400m pool swim in 8 minutes or under). (T)
* A clear knowledge of beach safety issues, such as tides and sea currents (I)
* Good time keeping - prompt arrival each day (I, R).
* Ability to listen, comprehend and obey work instructions; and carry them out safely and to a high standard as required (I, R).
* Ability to plan and organise work for self and other team members (I, R).
* Willing and physically able to carry out when necessary outdoor duties in all weather conditions (I).
* Basic written skills with the ability to make hand written notes and keep simple records. (F).
* Ability to deal with difficult situations (F,I)
* Ability to keep work areas tidy, clean and safe; and awareness of Health & Safety requirements (I).
* Customer care: Demonstrate diplomacy and positive attitude when resolving queries (F, I, R).
* Ability to work alone and unsupervised when undertaking tasks (I, R).
* Ability to work successfully in a team (I, R).
* Tidy and clean personal appearance (I).
* Polite and courteous (I, R).
 | tieodeo* Aquatic coaching or teaching experience (F, I)
 |
| * + **General competencies**
 | * Full driving licence - category B (F).
 | * First Aid at Work or Emergency First Aid at Work qualification (F)
 |
|  **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

**On-going Training Requirements**

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

|  |  |
| --- | --- |
| **Mandatory/Essential Training** | **Frequency** |
| * NVBLQ Beach Lifeguard on-going training
*
* Induction training

|  |
| --- |
| Safeguarding Against Radicalisation – The Prevent Duty (e-learning)  |

|  |  |
| --- | --- |
| Information Governance/Security Awareness  |  |

|  |
| --- |
| Safeguarding Against Radicalisation – The Prevent Duty (e-learning)  |
|  |

 | * Pre-season training of at least 4 hours and 2 hours per month during the lifeguard season.
* On appointment – To be refreshed every beach lifeguard season
* On appointment – Refreshed as required
* On appointment – Refreshed as required
* On appointment – Refreshed as required
 |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.