# **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.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please 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)** | | |

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please 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) | |
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**On-going Training Requirements**

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

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| **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.