**PERSON SPECIFICATION** 

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| POST | Exercise Class Instructor |
| **DIRECTORATE** | People |
| **DEPARTMENT** | Health and Recreation  |
| **LOCATION** | Any site within Indoor Leisure |

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| **FACTORS** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| Qualifications and training | * A recognised relevant coaching/group exercise qualification in at least two disciplines.
 | * Additional relevant coaching/group exercise qualifications.
 | Application |
| Experience | * One year’s experience in each of the following;
	+ Working directly with the public within a customer-facing capacity;
	+ Maintaining accurate records;
	+ Completing facility or equipment checks.
 | * Leisure industry experience;
* Experience of working as a Fitness Advisor/Exercise Class Instructor.
 | Application/Interview |
| Key skills, knowledge and attributes | * Excellent oral, and written communication skills;
* Ability to achieve positive results through influencing and interpersonal skills;
* Customer care skills;
* Ability to work as part of a team;
* Ability to work on own initiative;
* Ability to handle sensitive or difficult situations appropriately;
* Competent in the use of IT;
* Understanding of health and safety requirements;
* Flexible approach to work demands.
* Knowledge/understanding of the fitness industry.
 |  | Application/Interview |
| Driving |  |  |  |
| Working Arrangements/Flexibility | The post holder will be required to work outside normal hours including Bank Holidays, evenings and weekends and must have a flexible approach to working hours in order to meet the needs of the Service. |  | Application/Self-assessment |