**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 |