

Tutor/Assessor person specification

Title of post: Swim England Coaching Swimming/Synchro/Diving/Water Polo Tutor/Assessor

Essential criteria	Desirable criteria
Knowledge and qualifications	
<ul style="list-style-type: none"> • Appropriate qualification relevant for the course/s to be delivered (for example ASA/UKCC Level 2 Coaching Swimming/synchro/diving/water polo) (A) • Knowledge of the technical demands of the discipline – in relation to the relevant course(s) to be delivered (A and I) • Knowledge of the hazards and risks associated with delivering activity in an coaching environment (I) • Knowledge of safeguarding procedures for course delivery and assessment (A and I) • Knowledge of equality and diversity and how to incorporate equal opportunity into course delivery and assessment (I) • Knowledge of the key aspects and principles that underpin the Swim England Coaching certificates (A, P and I) • An appropriate teaching qualification (minimum of a Level 3 Award in Education and Training qualification – or equivalent) (A) <p>NB. All trainees accepted onto the Tutor Training Programme must achieve an appropriate teaching qualification (minimum of a Level 3 Award in Education and Training qualification – or equivalent) before commencement of their placement</p> <p>Enhanced coaching technical knowledge demonstrated by:</p> <ul style="list-style-type: none"> – Regular attendance at relevant CPD events or upskilling opportunities – Positions held within coaching (voluntary or paid) – Involvement in coaching projects or initiatives (A and I) <ul style="list-style-type: none"> • Awareness of and exhibits the England Talent and British Swimming Team Coaching Behaviours (A, I, P) 	<ul style="list-style-type: none"> • Have attended a recognised Safeguarding and Protecting Children and Vulnerable Adults training session (A) • Has a knowledge of quality assurance mechanisms used within the education sector (A)

<ul style="list-style-type: none"> • Demonstrated positive engagement within British Swimming and/or England Programmes/England Talent Pathway Programmes over the past two years (county, regional, phase 1, 2 or 3) (A, I) • Evidence of relevant continual professional development (A) 	
Experience	
<ul style="list-style-type: none"> • The delivery of coaching sessions for a minimum of 5 years and within the past two years (A) • Experience of delivering training to learners over 16 years of age (A) 	<ul style="list-style-type: none"> • Experience of delivering training to learners over 16 years of age in an aquatic or sport environment (A)
Skills and competencies	
<ul style="list-style-type: none"> • Be able to communicate with a diverse audience (A, P and R) • Be able to organise and deliver a training programme or similar event (A and R) • Can establish and maintain a good working relationship with customers and colleagues (A and R) • Can follow instructions and procedures (A and R) 	
Physical, mental and emotional demands	
<ul style="list-style-type: none"> • Has the physical attributes to work in a warm and potentially humid environment (A) • Has the mental ability to concentrate for long periods of time whilst being the focal point of attention (A) 	
Other	
<ul style="list-style-type: none"> • Has the time to commit to a 6 to 12 month training programme (A and I) • Reliable and values continual professional development (A and R) • Has the time to commit to delivering a number of coaching courses throughout the year. (I) 	<ul style="list-style-type: none"> • Has a passion for aquatic based activities (A)

Key to assessment:

A – application form	I – 2 part interview (recruitment half day and follow up phone interview)
R – references on CV	P – presentation