**Appendix C**

**PERSON SPECIFICATION**

Date: September 2025

Post Title: Casual Lifeguard

Division: Leisure and Communities Division Section: Leisure Facilities

Salary: £13.0541 per hour Grade: Scale 4

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| --- | --- | --- | --- |
| **CATEGORY** | **E/D** | **CRITERIA INDICATED**  **E (ESSENTIAL) OR D (DESIRABLE)** | **MEASUREMENT**  **(See below)** |
| SKILLS, KNOWLEDGE  AND EXPERIENCE | D  E  E  E  E  D  E  E  E  E | 1. Experience of working as a Lifeguard 2. Able to organize and prioritise workloads 3. A good practical knowledge of health and safety issues in swimming pools. 4. Experience/ability to work within a team 5. Knowledge and skills to perform an effective water rescue. 6. Evidence of continuous lifeguard training/assessment since passing qualification. 7. Skilled in customer care 8. Able to perform basic aquatic First Aid 9. Able to concentrate and observe pools for lengthy periods of time 10. Able to respond quickly and appropriately in an emergency | 2,4  2,3,4  2,4  2,4  1,2,4,5,6 (pool test)  2,4,5  1,2,4  1,2,4  2,4,5  2,3,4,5 |
| SAFEGUARDING | E | Commitment to the protection and safeguarding of children, young people and adults with care and support needs | 2,4 |
| EQUAL OPPORTUNITY | E | Must be able to recognise discrimination in its many forms and willing to put the Council’s Equal Opportunities Policies into practice. | 2,4 |
| QUALIFICATIONS | E  D | 1. NPLQ full Lifeguarding qualification 2. A recognised First Aid at work certificate. | 1,2,5  1,2,5 |
| ATTITUDE & MOTIVATION | E  E  E  E  E  E  E | 1. A good understanding of the swimming and general leisure industry 2. Willingness to create a hospitable environment for customers within the leisure complex 3. Willing to undertake necessary cleaning and setting up procedures 4. Ability to communicate with people from a range of backgrounds 5. Ability to work without close supervision and contribute to own performance goals. 6. Ability to quickly assimilate verbal and written instructions and act upon it 7. Ability to deal effectively with problems, and be able to resolve them to the customers satisfaction | 2,4  2,4  2,4  2,4  2,4  2,4  2,4 |
| OTHER | E  E  E  E | 1. A flexible attitude to work relating to requirements for weekend and evening work and cover for colleagues. 2. Availability to attend staff training sessions as required 3. Good eyesight 4. Physically fit | 2,4  2,4  4,6 (pool test)  2,4,5,6 (pool test) |

**MEASUREMENT:**

1. Test prior to shortlisting (ie all applicants). 2. From application form. 3. Test after shortlisting. 4. Probing at interview. 5. Documentary Evidence. 6. OTHER (Please specify)