# **PERSON SPECIFICATION: Beach Lifeguard POST REFERENCE: 105260**

**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 CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease 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).
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| * **Work or other relevant experience**
 | * Experience of working with the public (F, I)
 | * Previous lifeguarding experience (F, I)
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| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| * **Skills, abilities, knowledge and competencies**
 | * Physical fitness and swimming ability to undertake lifeguard duties (400m pool swim in 8 minutes or under) (T)
* 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 (I, R).
* Willing and physically able to carry when necessary to carry out duties on outdoor situations in all weather (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).
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| * + **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
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* Induction training

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| Safeguarding Against Radicalisation – The Prevent Duty (e-learning)  |

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| Information Governance/Security Awareness  |  |

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| Safeguarding Against Radicalisation – The Prevent Duty (e-learning)  |
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 | * 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
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* On appointment – Refreshed as required
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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.