STROUD DISTRICT COUNCIL
www.stroud.gov.uk

PERSON SPECIFICATION

October 2026

Job Title:	**Senior Recreation Officer (Swimming Teacher/Lifeguard)**
Grade:	**Stroud 2**
Responsible to:	**Swimming Development Officer/ Duty Manager**
Service Area:	**Community Services**
Post Number:	

ESSENTIAL CRITERIA

QUALIFICATIONS

- Institute of Swimming Level 2 Swimming Teaching, or willingness to work towards obtaining it.
- National Pool Lifeguard Qualification (NPLQ), or willingness to obtain and maintain the qualification within an agreed timescale.

EXPERIENCE

- Experience of delivering swimming lessons or working within a swimming lesson environment.
- Experience of working with the public
- Experience of working as part of a team.
- Experience of delivering excellent customer service.

SKILLS & KNOWLEDGE

- Good verbal and written communication skills.
- Ability to deliver safe, engaging and organised swimming lessons.
- Knowledge of the swim England Learn to Swim Framework (stages 1-10)
- Knowledge of customer care principles.
- Understanding of health and safety responsibilities within a leisure environment.
- Ability to follow operating procedures and instructions.
- Basic IT skills.
- Ability to manage own workload and work effectively without direct supervision.

PERSONAL ATTRIBUTES

- Committed to delivering excellent customer service.
- Positive and approachable manner.
- Reliable, punctual and trustworthy.
- Able to work effectively as part of a team.
- Willingness to undertake further training and development.
- Flexible and adaptable to meet service requirements.
- Professional and presentable in appearance.
- Calm and confident when responding to incidents or challenging situations.

OTHER

- Able to work flexible hours, including evenings, weekends and bank holidays.
- Able to undertake lifeguarding, poolside supervision, facility set-up and general operational duties.
- Committed to equality, diversity and inclusion.
- Commitment to safeguarding children, young people and vulnerable adults.

DESIRABLE CRITERIA

QUALIFICATIONS

- First Aid qualification
- Safeguarding qualification or relevant training.

EXPERIENCE

- Previous experience delivering swimming lessons.
- Experience working in a leisure, sports or recreation environment.
- Experience carrying out lifeguarding duties.
- Experience setting up and dismantling equipment for sports and leisure activities.

SKILLS & KNOWLEDGE

- Knowledge of the Swim England Learn to Swim Framework.
- Understanding of Normal Operating Procedures (NOP) and Emergency Action Plans (EAP).
- Knowledge of COSHH and safe working practices.
- Experience of maintaining high standards of cleanliness within a customer-facing environment.
- Ability to encourage participant progression and retention through positive customer engagement.

SDC VALUES & BEHAVIOURS

1. **Valuing our People**
   We expect you to genuinely value people by treating them with respect, fairness, and dignity. Show us that you are committed to fostering an inclusive work environment where everyone feels valued and empowered to contribute their unique skills and perspectives.

2. **Making a Difference**
   We are seeking individuals who are passionate about public service and have a strong sense of social responsibility. Show us your commitment to positively impacting the lives of our residents and the wider community through your work. We want candidates who are dedicated to making a positive difference and contributing to the betterment of our society.

3. **Aiming High**
   We want you to demonstrate a proactive and forward-thinking mindset. Show us that you strive for excellence and continuously seek opportunities for growth and improvement. We value candidates who are willing to challenge

the status quo, set ambitious goals, and pursue innovative solutions to achieve outstanding results.

4. **Being one Council**
   Collaboration, teamwork, and effective communication are essential to our success. Demonstrate your understanding of the value of working together towards shared goals. Show us that you can build positive relationships, work well in a team, and contribute to a harmonious and cohesive work environment.