

SOUTH DERBYSHIRE DISTRICT COUNCIL - PERSON SPECIFICATION

Directorate: Environment & Communities	Service: Active Communities & Health	Job Title: Casual Active Community Coach
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Qualifications, Professional Membership, Technical Skills

ESSENTIAL	DESIRABLE	HOW ASSESSED
<p>Experience of delivering activities to a group of young people.</p> <p>Experience of working with a selection of ages including children, young people and adults.</p> <p>Have an understanding of Safeguarding issues.</p> <p>Have the ability to supervise a group of young people.</p> <p>Experience of coaching and leading sports and activity sessions and the ability to apply sports coaching knowledge to suit the needs of the group.</p> <p>To be an excellent role model for participants, enthusing and motivating them in a fun, confident manner</p>	<p>To hold recognised UKCC Level 1 or 2 qualification in at least one sport or equivalent qualification such as relevant sports, health, physical activity and coaching qualifications subject to project requirements.</p> <p>To hold a current Safeguarding and protecting child qualification.</p> <p>Any relevant qualifications in outdoor and adventurous activities e.g. climbing, Nordic walking, cycling, archery and orienteering etc.</p> <p>A recognised qualification to deliver Bikeability</p> <p>Hold a current First Aid qualification.</p> <p>Hold a full clean driving license and have access to a vehicle to enable service delivery at different venues.</p> <p>CIMSPA membership and professional status.</p>	<p>Application Form</p> <p>Formal Interview</p> <p>Practical Interview</p>

Competency	Level	Essential	Desirable	How Assessed
Achieving Results	1	<p>Proven ability to achieve goals and objectives.</p> <p>Ability to complete work on time and to an excellent standard.</p> <p>Able to accept and act on feedback given.</p>		Application Form Interview
Communication	1	<p>Ability to communicate clearly and concisely orally and in writing with others (e.g. other employees and customers\clients).</p>		Application Form Interview
Creative Thinking	1	<p>Ability to put forward innovative new ideas and approaches and encourages others to do so.</p> <p>Uses others' ideas effectively</p>		Application Form Interview
Customer Focus	2	<p>Experience of responding to customer queries and requests in a timely manner, providing appropriate information, or directing to appropriate project manager if required.</p> <p>Treat customers politely and respectfully.</p> <p>Experience of evaluating and acting on customer feedback.</p>		Application form Interview
Decision Making and Problem Solving	1	<p>Ability to handle challenging situations, complaints and make decisions under pressurised situations.</p> <p>Ability to choose an appropriate course</p>		Application Form Interview

		of action from a range of known options.		
Making Change Work	1	Ability to create a positive image of change and be open to new ideas.		Application Form Interview
Managing Resources, Projects & Processes	1	<p>Knowledge and experience of monitoring and evaluation procedures, and to implement any required paperwork for the project that you work on.</p> <p>Experience of implementing health and safety procedures.</p> <p>Ability to monitor and check own progress and performance on a regular basis.</p> <p>Experience of dealing with problems, shortfalls and mistakes in a constructive manner.</p> <p>Suggests improvements where appropriate.</p>		Application Form Interview
Organisational Awareness & Commitment	1	Contributes to the aims and objectives of the Council and delivers against service performance indicators.		Application Form
Personal Impact	2	<p>Ability to use own initiative.</p> <p>Ability to remain effective under pressure</p>		Application Form Interview
Working Relationships	1	<p>Ability to build and maintain constructive working relationships with a range of people (e.g. parents to participants)</p> <p>Proven experience of working as part of a team.</p>	Experience of leading, motivating and manage a team of staff where appropriate.	Application Form Interview

Equal Opportunities and Fairness		Ability to demonstrate a commitment to the principles of equal opportunities and fairness in service delivery and/or employment.	Application Form
Special circumstances		Able to work evenings and at weekends as service demands require	Application Form Interview

Date Issued: February 2026