

SOUTH DERBYSHIRE DISTRICT COUNCIL - PERSON SPECIFICATION

Directorate: Environment and Communities	Service: Cultural and Community Services	Job Title: Active Communities and Health Coach x2
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Qualifications, Professional Membership, Technical Skills

ESSENTIAL	DESIRABLE	HOW ASSESSED
Proven experience of working in at least one of the fields of physical activity, recreation, community sports development, health and exercise. To hold recognised qualifications in sport, health, physical activity and coaching, subject to project requirements. Experience of delivering programmes and initiatives in partnership with schools, clubs, community groups, partner organisations and volunteers. Hold a full clean UK driving license and have access to a vehicle to enable service delivery at different venues. Have an understanding of Safeguarding, Health and Safety and Equality protocols and procedures. Experience of working with a range of audiences including young people and adults, including those with complex needs and behavioral issues. Have the ability to supervise a group of young people.	A recognised UKCC Level 2 Qualification in at least one sport, but preferably a range of sports. Any relevant qualifications in outdoor and adventurous activities e.g. Nordic walking, cycling, archery, orienteering etc. Understanding the connection between physical activity and health. To hold a current Safeguarding and Protecting Children qualification. Hold a current First Aid qualification. Experience of delivering to and work with participants with disabilities / lifelong medical conditions. CIMSPA membership and accreditation.	Application Form Interview

ESSENTIAL	DESIRABLE	HOW ASSESSED
Experience of coaching and leading activity sessions and the ability to adapt to the needs of the group. To be an excellent role model for participants, enthusing and motivating them in a fun, confident manner. Ability to represent the service area and the Council within the community.		

Competency	Level	Essential	Desirable	How Assessed
Achieving Results	1	Proven ability to achieve goals and objectives. Ability to complete work on time and to an excellent standard Able to accept and act on feedback given		Application Form Interview
Communication	1	Ability to communicate clearly and concisely orally and in writing with others (e.g., other employees and customers\clients).		Application Form Interview
Creative Thinking	1	Ability to put forward innovative new ideas and approaches and encourages others to do so.		Application Form Interview

Competency	Level	Essential	Desirable	How Assessed
		Uses others' ideas effectively		
Customer Focus	2	Experience of responding to customer queries and requests in a timely manner, providing appropriate information, or directing to appropriate project manager if required. Treats customers politely and respectfully Experience of evaluating and acting on customer feedback		Application form Interview
Decision Making and Problem Solving	1	Ability to handle challenging situations, complaints and make decisions under pressurised situations. Ability to choose an appropriate course of action from a range of known options		Application Form Interview
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	Knowledge and experience of monitoring and evaluation procedures, and to implement any required paperwork for the project that you work on. Experience of implementing health and safety procedures. Ability to monitor and check own progress and performance on a regular		Application Form Interview

Competency	Level	Essential	Desirable	How Assessed
		basis Experience of dealing with problems, shortfalls and mistakes in a constructive manner Suggests improvements where appropriate		
Organisational Awareness & Commitment	1	Contributes to the aims and objectives of the Council and delivers against service performance indicators		Application Form
Personal Impact	2	Ability to use own initiative. Ability to remain effective under pressure		Application Form Interview
Working Relationships	1	Ability to build and maintain constructive working relationships with a range of people (e.g. parents to participants) Experience of leading, motivating and manage a team of staff where appropriate. Proven experience of working as part of a team.		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

Competency	Level	Essential	Desirable	How Assessed
Special circumstances	-	Able to work evenings and at weekends as service demands require.		Application Form Interview

Date Issued: Nov 2021

Issued by: Active Communities and Health Officer