

Position description

Learn to Swim Instructor

Summary information

Section	Key Venues	Directorate	City Living
Position grade	Band 1 Level 3 Salary System Grade 3	Position type	Casual
Reports to	Swim School Team Leader	Direct reports	Nil
Approval limit	\$0	Release limit	\$0
Created/reviewed	January 2021	Establishment no.	NA

1 Position context

- The Key Venues (KV) section is positioned within Blacktown City Council's Directorate of City Living
- Key Venues are administered under the authority of Blacktown Venue Management Ltd (BVM), a company wholly owned by Council acting as Council's Managing Agent
- All employees of Key Venues are employed by Blacktown City Council (BCC) and seconded to Blacktown Venue Management Ltd.

2 Position purpose

- To provide professional, safe, practical and theoretical instruction to participants in BVM's Learn to Swim programs
- To instruct according to teaching methodologies outlined by Austswim and Royal Life Saving Society Learn to Swim Programs
- Act in accordance with the *New South Wales Work Health Safety Act 2011, Work Health Safety Regulation 2017* and the Work Health and Safety Management (WHS) System.

3 Qualifications and experience

Essential

- Austswim Certificate – Teacher of Swimming and Water Safety **or** Swim Australia Teacher **or** Royal Life Saving Swim Teacher certificate
- Current CPR Certificate
- Excellent oral communication
- Excellent customer service
- Current Working With Children Check.

Desirable

- Current First Aid Certificate
- Pool Lifeguard Award
- Oxygen Equipment Certificate
- Coaching/teaching experience

- Current class C driver's licence
- Knowledge of applicable legislation/regulations.

4 Authority

The incumbent has the authority to take any reasonable action that is consistent with the responsibilities of the position and to ensure the safe and efficient undertaking of work activities.

The incumbent's authority is subject to any limitation imposed by the management team, organisational policies, procedures and work instructions.

5 Key accountabilities

Position specific

- To represent BVM and Council and the respective facility in a positive light at all times and to provide the highest levels of customer care and service to all users. Such representation includes, but is not limited to, professional appearance, conduct and punctuality
- To follow instructions and guidance as provided by senior staff and to work cooperatively with other Key Venues employees
- To ensure the safety and well being of all patrons and user groups to the nominated facility by the provision of high quality surveillance and teaching techniques. Such responsibility shall extend to all areas of the facility and not be limited to pool areas
- To respond accordingly to any First Aid or Emergency situation and to work cooperatively with other staff/professionals/others in the treatment of such
- If this role is identified as a position which undertakes coordination of volunteer programs as well as the supervision of volunteers when they are on site (not including work experience placements) you will be required to:
 - familiarise yourself with our Volunteers policy and standard
 - implement the policy and follow this Managing Volunteers standard in a consistent and fair manner
 - undertake training needed to effectively coordinate volunteers
 - allocate sufficient time to volunteer coordination.

Work health and safety (WHS)

- Implement, monitor and, or comply with councils WHS Management System, including but not limited to WHS Policies, Standard Operating Procedures, Risk Assessments/Work Instructions and associated system tools in their relevant work area
- Adequately familiarise themselves with their WHS responsibilities and actively fulfill these as indicated in the WHS Responsibilities guideline WHS001
- If this role is identified as a position with 'Chain of Responsibility' requirements, as defined by the *Heavy Vehicle National Law* (HVNL) and Regulations, you will, as far as reasonably practicable, ensure the safety of the vehicles transport activities. This is not limited to preventing breaches of mass, dimension, load, speed and fatigue laws and regulations
- If this role is identified as a position which undertakes child-related work, as defined by the *Child Protection (Working With Children) Act 2012*, the *Child Protection (Working With Children) Regulation 2013* and the Office of the Children's Guardian, you will be required to maintain a current and valid Working with Children Check number, renewable every 5 years. In the event that there is any change to your Working with Children certificate clearance, you are obliged to report this to your Manager immediately

- WHS001 - Matrix is attached.

Corporate

- To commit to and embrace the objectives of Our Blacktown City 2036. Contributing within Council's staffing structure and program of works to deliver our corporate objectives and strategic vision.

Equal employment opportunity (EEO)

- Demonstrate appropriate knowledge of, and commitment to, EEO principles and anti-discrimination law in the workplace.

Environmental sustainability

- Act in accordance with the *Protection of the Environment Operations Act 1997*, the *New South Wales Local Government Act 1993* and seek to conserve and enhance our local environment, in consideration of Council's environmental sustainability policy through our work practices, programs and services.

6 Duties

- Report daily/or according to roster requirement to the nominated Swim School Team Leader or his/her delegated official at the nominated facility. Such reporting must take into account the flexible approach to sudden changes in work hours, conditions and locations, as is the nature of casual work
- Deliver the learn to swim class program in accordance with the program framework and standards
- Be ready to instruct class prior to starting time (arrive minimum 10 minutes prior to class commencement)
- Ensure classes start and finish on time
- Be available after the class to consult with students and/or parents/guardians regarding the class or instruction techniques
- Manage and report on class attendances
- Accurately assess swimming lesson students and complete any necessary administration resulting from this assessment
- Provide centre users with relevant and accurate information regarding the Learn to Swim Program and any associated program or service information
- To assist in the promotion and marketing of any/all programs and services related to the centre with particular emphasis on the Learn to Swim Program
- Provide parents/adults/caregivers with timely and accurate feedback regarding process and direction of their attending students
- To undertake cleaning duties as required where appropriate and to provide a clean, safe and inviting environment to the various user groups
- To undertake general equipment maintenance tasks associated with the position of a safe, clean, efficient and high quality program as required
- Actively support Key Venus staff working together as a "team" to meet the requirements expected by the BVM Board, Blacktown City Council and all key stakeholders
- Provide guidance and instruction which results in motivated students
- Other duties as from time to time as may be reasonably required and requested by and/or through the BVM Chief Executive Officer or his or her nominee
- Assist with the training, induction, monitoring and evaluation of new or 'rookie' learn to swim instructors
- Volunteer management duties if applicable

- Other duties as directed consistent with the operations of Council.

7 Performance criteria

As per Council's performance management system.

Acknowledgement and agreement

Employee	Name	_____	
	Signature	_____	Date _____
Supervisor	Name	_____	
	Signature	_____	Date _____