

Position Description

Position Title:	Aquatic Education Teacher
Classification:	Leisure Staff Rate 1
Business Unit:	Glen Eira Leisure (GEL)
Reports to:	Aquatic Programs Team Leader
Approved by:	Director Sustainability, Assets and Leisure
Reviewed:	July 2022

1. About the City of Glen Eira

The City of Glen Eira is located in Melbourne's south-east suburbs, approximately 10 kilometres from Melbourne's central business district. The City includes the suburbs of Bentleigh, Bentleigh East, Carnegie, Caulfield, Caulfield East, Caulfield North, Caulfield South, Elsternwick, Gardenvale, Glen Huntly, McKinnon, Murrumbeena, Ormond and part of the suburbs of Brighton East and St Kilda East.

Glen Eira has a vibrant and diverse community which is proud of its cultural heritage. It has 68 beautiful parks, 45 sporting ovals, 40 educational institutions, 35 strip shopping centres and almost 6000 businesses. It is home to more than 141,000 people and significant Melbourne icons such as Ripponlea, the Caulfield Cup, Yarra Yarra Golf Club, the Jewish Holocaust museum and much more.

2. About our Organisation

Glen Eira City Council aims to be an organisation that is high performing, values based and one that strives for innovation. We are proud of our achievements and have been recognised as an employer of choice over recent years. We endeavor to recruit people with who share our values, are proud of the work they do and have a desire to make a difference to our community.

Glen Eira City Council is committed to reconciliation and supports Aboriginal and Torres Strait Islander aspirations. We encourage applications from Aboriginal and Torres Strait Islander people and value the knowledge, skills and talents they could share with our workforce and community.

Glen Eira City Council plays a leading role in taking strong action on the climate emergency and raising awareness to ensure a sustainable, safe and healthy future for us all. To help us achieve these outcomes, we all have the responsibility to embed climate change action in everything we do. This includes reviewing individual work to identify how we can make a difference in Council and the community to reduce environmental impacts and raise awareness.

Values

We are committed to the values which underpin our organisational culture, and how we work. Our five values are:

- Service Excellence – *Delivering for our community*
- Collaboration – *Working better together*
- Innovation – *Expressing ideas and adding value*
- Respect – *Being understanding and considerate*
- Integrity – *Being open and honest*

2.1 Organisational Structure

Glen Eira City Council's structure comprises five Directorates. These are:

- Corporate Services;

- Planning and Place;
- Sustainability, Assets and Leisure;
- Customer and Community Experience; and
- Community Wellbeing.

These Directorates and the departments within them are responsible for ensuring the delivery of high quality and cost effective services that make a difference to our community.

3. Position Purpose and Background

The Aquatic Education Teacher provides swimming lessons to groups, schools and individuals as set out in GEL's Learn-to-Swim program at Glen Eira Sports and Aquatic Centre (GESAC) and Carnegie Swim Centre (CSC). The main objective is to provide professional instruction in learn-to-swim programs and provide a safe environment in which students learn.

4. Working Relationships

Reports to:	Aquatic Programs Team Leader, Aquatic shift supervisors (on shift)
Internal liaisons:	Manager GEL, Manager CRC and CSC, Aquatics Coordinator and all other Council Departments and Divisions
External liaisons:	Community Organisations, Schools, Learn-to-Swim Program members, general community and suppliers

5. Key Responsibilities

- Provision of accredited learn-to-swim programs.
- Implement GEL policies and procedures ensuring a safe a secure environment for learner swimmers at all levels.
- Assess students for appropriate learn to swim classes.

5.1 OHS, Risk Management, Equal Opportunity, Charter of Human Rights & Child Safe Standards

- Adhere to policies and procedures to minimise injury and damage to assets and property.
- Adhere to Council's Health and Safety, equal opportunity and risk management policies, plans and procedures and relevant legislation as well as act in accordance with the Charter of Human Rights.
- Actively participate in reporting matters of health, safety and Council asset damage.
- Demonstrate and promote workplace behaviour that does not discriminate, bully or harass.
- Take reasonable care for your safety and the safety of others who may be affected by your actions or omissions;
- Contribute to the effective protection of Council in accordance with the Council's risk management policy and procedures;
- Act compatibly with human rights and consider human rights when making decisions; and
- Cooperate with any reasonable, lawful instruction to comply with relevant legal requirements
- Commit and adhere to Council's zero tolerance of child abuse, its principles of being a child safe organisation and its reporting requirements for child safety.

Position Description



- Adhere to the Victorian Child Safe Standards and related legislation, including Failure to Disclose, Failure to Protect and Grooming offences.

5.2 Accountability and Extent of Authority

The following outlines the Accountability and Extent of Authority required:

- Delivers Learn to Swim Programs in line with GEL's guidelines and procedures. The Incumbent may be required to exercise sound judgement and control over learn-to-swim programs.
- Ensures safety of students.
- Provides direction and tuition to participants.

5.3 Judgement and Decision Making Skills

The following outlines the extent of judgement and decision making required:

- Exercises judgement over the behaviour of patrons ensuring that they do not place themselves or others at risk.
- Determine student's level of competency/skills and recommends appropriate program.
- Incumbent is required to identify problems and escalate to the appropriate staff member if necessary.

5.4 Interpersonal Skills

The following describes the interpersonal skills required:

- Well-developed interpersonal and communications skills, with particular abilities in teaching and training in an aquatic environment.
- Ability to foster and develop confidence in the GEL learn-to-swim programs, focusing on parents / infants, children and schools.
- Strong customer service orientation
- Ability to convey instructions and information to guests.
- Ability to work in a team and help foster team goals.

5.5 Specialist Skills and Knowledge

The following describes the specialist knowledge and skills required:

- Swimming instruction training and qualifications
- In-water Rescue training.
- Awareness of organisational operations and goals.

5.6 Qualifications and Experience:

- Current Austswim Certificate of Swimming and Water Safety or Swim Australia Teacher (SAT)
- Austswim or Swim Australia Extension Certificates/Coaching Qualifications (Desirable)
- CPR Qualification
- Level 2 First Aid (Desirable)
- Working with Children's Check
- Must Maintain a satisfactory Police Check

6. Performance Review

The Aquatic Education Teacher will be required to participate in the Council's Performance Development and Review process. This involves planning and agreeing work and skill development objectives, and reviewing and assessing achievements on a regular basis.

The Aquatic Education Teacher may also be required to carry out other such duties as are within the limits of the employee's skills, competence and training. These will be discussed as part of the Performance Review process.

7. Selection Criteria

- Demonstrated commitment and adherence to organisational values and behaviours.
- Relevant qualifications in swimming instruction, and skills in managing students of various ages in an aquatic learning environment.
- Strong organisation and excellent customer service skills.
- Ability to work in a team and help foster team goals.
- Well-developed time management and supervision skills.
- Must maintain a satisfactory Police Check

8. Other Information

- Position is subject to the satisfactory completion of Police Records Check
- Where required, in accordance with relevant current State Government Pandemic Orders for vaccination requirements, the successful candidate will need to demonstrate evidence of approved COVID-19 vaccination or authorised medical exemption for relevant role.