

PERSON SPECIFICATION Climbing Instructor

Criteria	Essential/ Desirable	Application Form / Supporting Statements/ Interview *
Possess a CWA, CWI SPA or RCI qualification.	Essential	Application Form
Good understanding of health and safety issues affecting climbing walls including relevant PPE experience.	Essential	Interview
Route setting experience.	Essential	Supporting Statements/ Interview
Able to use appropriate climbing equipment and identify safety issues with such equipment.	Essential	Interview
Good personal organisation and interpersonal skills.	Essential	Supporting Statements/ Interview
Possess a current first aid certificate.	Essential	Application form
Possess a CWLA or CWDI qualification	Desirable	Application form
Possess a RSA level 1 or 2 quatication	Desirable	Application form
Previous experience of a similar role in a customer focused environment.	Desirable	Application Form
Possess a foundational and/or development coaching qualification	Desirable	Application form
Experience of working with the public in a busy service environment ensuring that the experience of each customer is positive and satisfactory.	Desirable	Supporting Statements/Interview
Good communication skills both written and verbal and the ability to clearly demonstrate safe practical skills. Computer literacy.	Desirable	Application Form/Supporting Statements/ Interview
Effective team member with a flexible approach to work and colleagues. Experience of leading a small team of staff.	Desirable	Supporting Statements/Interview
Commitment to undergo further training through operational requirements and personal staff development.	Desirable	Application Form/Supporting Statements/ Interview

- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.

