



Watford Grammar School for Girls

Person Specification	
Position:	Fitness Manager
Department:	Fuller Life

	Essential	Desirable	Method of Assessment
Knowledge/Qualifications			
REPS Level 3 – fitness qualification	✓		Application
Good knowledge of health and safety regulations	✓		Application/Interview
Ability to work flexibly, independently and as part of a team	✓		Interview
Evidence of a first aid qualification/ willing to do training		✓	Application
Evidence of NPLQ (lifeguard qualification) or willingness to undertake training		✓	Application
Experience			
Previous experience in fitness industry		✓	Application/Interview
Experience of running a fitness class		✓	Application/Interview
Ability to lead, delegate, motivate effectively		✓	Application/Interview
Excellent verbal and written communication skills	✓		Application/Interview
Customer focused experience		✓	Application/Interview
Understand basic financial management of a business		✓	Application/Interview
Ability to respond to customer feedback, positive/negative, including complaints	✓		Application/Interview
Contributing to strategies to grow the business, generate ideas etc.	✓		Application/Interview
Personal Qualities			
The ability to listen carefully and demonstrate the ability to work in a positive, open and reflective manner	✓		Application/Interview
Ability to demonstrate patience, flexibility and build rapport with customers	✓		Application/Interview
Committed to improving standards	✓		Application/Interview
An effective team member	✓		Application/Interview



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Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school	✓		Application/Interview
Ability to work under pressure and prioritise effectively	✓		Application/Interview
Commitment to maintaining confidentiality at all times	✓		Application/Interview
Commitment to safeguarding and equality	✓		Application/Interview
Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils	✓		Application/Interview
Physical Requirements			
Be reasonably fit to carry out the duties of the role	✓		Application/Interview
Ability to carry out some manual handling and lifting	✓		Application/Interview
Ability to carry out work at high levels using appropriate equipment	✓		Application/Interview

Notes

Applicants called for interview should note that the interview itself (and/or any additional tasks to be performed, if applicable) will be appropriate to the role advertised and:

- Focus on the requirements to carry out the duties of the job, as described
- Explore issues relating to the safeguarding and promoting the welfare of children, including
 - Motivation to work with children and young people
 - Ability to form and maintain appropriate relationships and personal boundaries with children and young people
 - Emotional resilience in working with challenging behaviours
 - Attitudes to use of authority and maintaining discipline
- Be used to explore any relevant issues arising from references received