



## Person Specification

**Post:** Pool Attendant

**Date Updated:** December 2019

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>QUALIFICATIONS AND EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Rescue 3 with Pool Plant Operators Course or Rescue 4 Qualification (Water Safety Ireland) or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of Pool Plant management including water treatment procedures.</li> <li>Experience of working with children.</li> <li>Experience working with children with a disability.</li> <li>Level 2 Swimming Teacher Qualification or equivalent</li> <li>Experience of working in a pool and/or hydrotherapy pool environment</li> </ul>
<b>ORGANISATIONAL AND PROFESSIONAL KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>Broad knowledge of the Enable Ireland.</li> <li>Knowledge of the disability sector.</li> <li>Understanding of the social model of disability.</li> <li>Knowledge of pool and pool management</li> <li>Understanding of the importance of the role of the adult when working with young children.</li> <li>Understanding of a family centred approach in the delivery of services.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of Microsoft Office packages and service related database systems.</li> </ul>
<b>CORE COMPETENCIES</b>	The post holder will demonstrate an ability to:	
<b>Planning &amp; organising of activities and resources</b>	<ul style="list-style-type: none"> <li>Ability to prioritise own workload, and to organise and schedule activities accordingly.</li> <li>Ability to work safely under own initiative.</li> </ul>	<ul style="list-style-type: none"> <li>Presentation skills.</li> </ul>

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>Professional development and standards in the service.</b>	<ul style="list-style-type: none"> <li>· Understanding of confidentiality, data protection and information sharing.</li> <li>· Understands the importance of maintaining accurate written records, and reports in accordance with professional standards.</li> <li>· Promotes health, welfare and social wellbeing of service users in the service.</li> <li>· Understands the importance of compliance with standards in relation to water treatment and plant maintenance.</li> <li>· Understanding of safeguarding children, and knowledge of child protection procedures.</li> <li>· Understand the importance of maintaining pool and therapy equipment to standard.</li> </ul>	
<b>Integrity &amp; Decision Making</b>	<ul style="list-style-type: none"> <li>· Makes decisions and responds to events in a safe and ethical manner.</li> <li>· Good knowledge of health, safety and welfare issues relating to young children and their families</li> <li>· Understands the importance of including families in decisions in a family centred approach.</li> <li>· Understands when issues should be brought to the attention of their manager.</li> </ul>	<ul style="list-style-type: none"> <li>· Experience in making decisions in consultation with team members.</li> </ul>

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>Building &amp; Maintaining Working Relationships:</b>	<ul style="list-style-type: none"> <li>· Develops and promotes excellent interpersonal relationships with children and their families.</li> <li>· Ability to work collaboratively with others.</li> <li>· Ability to communicate at all levels within the service.</li> <li>· Disseminates information appropriately in a clear manner.</li> <li>· Develop and maintain communication links with other colleagues as appropriate.</li> <li>· Excellent interpersonal and written communication skills.</li> </ul>	<ul style="list-style-type: none"> <li>· Knowledge and understanding of families from different cultural backgrounds.</li> </ul>
<b>Team working</b>	<p>Ability to work collaboratively with the interdisciplinary team in planning and delivery of services.</p> <ul style="list-style-type: none"> <li>· Understands the importance of team working.</li> <li>· Actively participates in team meetings where appropriate</li> </ul>	
<b>Proactive approach/ Adaptability/Flexibility in Service Delivery</b>	<ul style="list-style-type: none"> <li>· Flexible, adaptable and open to change.</li> <li>· Demonstrates innovation and creativity, and ability to problem solve.</li> <li>· Willingness to embrace service development and change.</li> <li>· Is reliable, punctual and honest.</li> </ul>	