**Deputy Gym Manager -Person Specification**

| No. | Essential | Desirable | Assessed by |
| --- | --- | --- | --- |
| Education/Qualifications | | | |
| Degree or equivalent in Sport / Fitness |  | x | CV |
| Specialised qualifications including courses such as: Cardiac  Rehab, GP Referral, Obesity and weight management, Mental  Health First Aid, Sports specific training and Strength and  Conditioning. |  | x | CV |
| Health and Fitness Industry knowledge | x |  | CV and Interview |
| The post holder will hold relevant YMCA or other fitness instructor  qualifications to a minimum of Level 3 | x |  | CV |
| Exercise to Music |  | x | CV and Interview |
| Fitness assessment and training techniques | x |  | CV and Interview |
| Health and Safety within a gym | x |  | CV and Interview |
| Small group fitness session delivery | x |  | CV and Interview |
| Experience | | | |
| Minimum of 1 years’ Gym Instructor experience | x |  | CV and Interview |
| Experience in using membership software |  | x | Interview |
| Experience of working in a customer service led environment. | x |  | CV and Interview |
| Experience in sales techniques |  | x | CV and Interview |
| Skills & Abilities | | | |
| Customer Service Qualification |  | x | CV |
| To assist the development of programmes creatively and  take advantage of market trends | x |  | CV and Interview |
| Ability to provide fitness training, designing programmes for  members of all abilities | x |  | CV and Interview |
| Good administration skills and the ability to update training records | x |  | Interview |
| Ability to work as part of a team and contribute to team  development | x |  | Interview |
| To promote an inclusive ethos | x |  | Interview |
| To promote the Aims and Purposes of YMCA | x |  | Interview |
| To develop fundraising programmes based on sport, fitness or  wellbeing | x |  | Interview |
| Additionally, it is essential that all staff take pride in the facilities,  the way they communicate with customers and demonstrate a  positive “can-do” attitude towards their duties. | x |  | CV and Interview |
| Personal Skills & Abilities | | | |
| Good interpersonal skills and ability to develop effective  relationships and handle conflict | x |  | Interview |
| Ability to work as part of a team and contribute to team  Development | x |  | Interview |
| Ability to support and encourage staff team members | x |  | Interview |
| Ability to be self-motivating with a positive attitude | x |  | Interview |