**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: CardiacRehab, GP Referral, Obesity and weight management, MentalHealth First Aid, Sports specific training and Strength andConditioning. |  | x | CV |
| Health and Fitness Industry knowledge | x |  | CV and Interview |
| The post holder will hold relevant YMCA or other fitness instructorqualifications 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 andtake advantage of market trends | x |  | CV and Interview |
| Ability to provide fitness training, designing programmes formembers 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 teamdevelopment | 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 orwellbeing | x |  | Interview |
| Additionally, it is essential that all staff take pride in the facilities,the way they communicate with customers and demonstrate apositive “can-do” attitude towards their duties. | x |  | CV and Interview |
| Personal Skills & Abilities |
| Good interpersonal skills and ability to develop effectiverelationships and handle conflict | x |  | Interview |
| Ability to work as part of a team and contribute to teamDevelopment | x |  | Interview |
| Ability to support and encourage staff team members | x |  | Interview |
| Ability to be self-motivating with a positive attitude | x |  | Interview |