

### PERSON SPECIFICATION

Attributes	Essential	Desirable	Measured By
Sailing Qualifications	RYA Yachtmaster Offshore with Commercial Endorsement RYA/STCW First Aid Certificate RYA Powerboat 2 RYA/STCW Firefighting Certificate MCA ENG1 Medical Fitness Certificate	RYA Cruising Instructor RYA Ocean Yachtmaster STCW Medical Care at Sea/Medical First Aid RYA Safety Boat Certificate D1 Minibus endorsement D1E Towing endorsement RYA Keelboat Instructor	Application form and interview
Work Experience	<b>Proven experience of working in positions of responsibility on board Sail Training Vessels over 20m LOA with at least two seasons as First Mate. (essential)</b> Offshore/extended passage making experience Practical experience of Safety Management and Dynamic Risk Assessments Experience of maintaining inspection records Practical boat maintenance skills including involvement in vessel refits.	Coaching/Instructing experience in smaller vessels/keelboats Safety boat experience	Application form and interview
Skills/Abilities General	Good interpersonal skills and excellent communicator Motivated and enthusiastic Ability to work on their own initiative without supervision Willingness to contribute to the schools ethos and educational philosophy. Have experience of successful team working and be committed to a team based approach. Exceptional organisational and planning skills Excellent timekeeping and attendance Excellent communication skills, both verbal and written. Ability to manage the day to day operations of the vessel and the regular administration and maintenance of		Application form and interview

	equipment. Good administration ability including the efficient use of Word, Excel, PowerPoint, Internet and Email.		
Skills/abilities specific to post	Excellent personal sailing skills Ability to organise and instruct. Practical boat maintenance skills. Is sensitive to the needs of young people in a sail training environment Enthusiastic about passing on their interests and passions for sailing and the maritime environment.	Technical knowledge and understanding of equipment and systems on board a large sailing vessel. Have the skills to deal with basic equipment maintenance and technological problems. Training in working with Young People/youth work skills	Application form and interview
Inter-personal & social skills	Highly refined communication skills. Ability to communicate and interact professionally with all students and staff.	The ability to use a range of coaching approaches to ensure all students have the same opportunities to develop and progress.	Application form and interview
Health & physical attributes	Be in suitable state of health, fitness and wellbeing that allows for the safe and successful fulfilment of the roles of the jobs. Being able to cope easily with the demanding work rate on board over a sustained period.	A well-developed level of personal skill and competency in a number of activities. Being active in outdoor sports.	Application form and interview
Safeguarding	An in-depth, working knowledge and understanding of Safeguarding & child protection issues relevant to the post.	Child Protection Training	Application form and interview