



# Greystones Sailing Club

The Harbour, Greystones, Co. Wicklow

## Instructor Recruitment Interview and Selection Criteria:

The ISA require that all adults taking responsibility for children in sport should undergo a formalized recruitment process.

**Advertisement:** Greystones Sailing Club is an equal opportunities employer and does not discriminate on grounds of creed, race, disability, gender, sexual orientation or age.

Advertisement of roles will be put on the GSC and ISA websites and posted anywhere else where applications may be forthcoming.

Applications will be invited using a GSC application form, to be accompanied by copies of certificates. Sight of original certificates and taking up of references will be required before a position can be offered to any applicant.

**Interview:** A selection of applicants, to include external candidates, will be called for interview. The interview panel of three will preferably include the Senior Instructor (where possible), ISA Centre Principal/Junior Organiser and at least one sailing member of the Executive Committee.

- The ability to sail a dinghy comfortably in a force 5 and the appropriate qualifications for the position sought are pre-requisites.
- Double handed skills may be considered an advantage as many SBSS level 3 and 4 trainees will be sailing asymmetric dinghies.
- External candidates who can bring experience with other clubs, boats, and events should be actively encouraged.
- Younger candidates with less experience will have a clear understanding of the risks and responsibilities of the role.

### **Selection will be based on a number of criteria including:**

- Sailing skills – e.g racing / double handed / trapeze/ spinnaker
- Work experience
- Commitment to promoting the sport (schools, regattas etc)
- Communication skills
- Teamwork
- Ability to create a fun and safe environment



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- Good fit in the team

A written record of each applicant's score on these criteria at the interview will be kept and produced for the Executive Committee as Employers.

Relatives or friends of members of the GSC Executive, GSC employees, interview panel or GSC members will be required to compete for employee positions **on an equal footing** with all other applicants.

The number of positions will depend on trainee numbers and the Club will employ GSC members and non-members alike.

In accordance with current employment legislation, all successful applicants will be subject to Garda Vetting and will be presented with a Contract of Employment. They will be required to become familiar with GSC policies and procedures in advance of taking up employment.

Offers of employment will be made conditional on trainee numbers, Garda Vetting and taking up of references, written and verbal.

There will be a two-week probationary period from the first day of the Junior Training Course.