

POSITION DESCRIPTION

POSITION: Learn to Swim Instructor	
DIRECTORATE: City Planning and Communities	GROUP: Events, Sport and Cultural Services
SECTION: Community Facilities	REPORTS TO: Team Leader Pools
GRADE: C	EMPLOYMENT TYPE: Casual
HOURS/WEEK: 38	POSITION No.: 575
DATE: July 2025	

OUR VISION

“Empowering the community and visitors to enjoy and grow our opportunities”.

OUR VALUES

We ensure that our Values are the foundation for everything we do.



iNnovate

Challenge the status quo in search of better outcomes.



Collaborate

Seek to understand different perspectives to problem solving.



Accountable

Take ownership and have the courage to call things out.



Respect

Mutual respect. No time for disrespect.



Empowering

Here to make a difference.

THE DIRECTORATE

The City Planning and Communities Directorate is focused on planning and providing for a thriving and vibrant regional city with active, connected and engaged communities. The Directorate is responsible for delivering our sporting and cultural facilities, along with providing strong land use planning frameworks to support appropriate development and building activity across the City.

THE GROUP

Our Events, Sports & Cultural Services Group ensures the effective delivery of community focused functions, including library, museum, gallery and theatre facilities, as well as pool and lifeguard services, whilst delivering high quality local, state and international events including the management of the City's sporting facilities.

POSITION OBJECTIVES

As a Learn to Swim Instructor, your primary responsibility is to teach students of all ages and abilities to develop essential swimming and water safety skills. This role plays a crucial part in supporting the City of Coffs Harbour's leadership by fostering a high-performance organisation through the development of its people and processes. Additionally, you will be responsible for delivering high-quality, inclusive swimming programs that ensure all participants have access to effective and enjoyable learning experiences.

KEY ACCOUNTABILITIES

Work Health & Safety (WHS)

Contribute to a safe working environment by:

- Demonstrating safe work place practices and behaviours and encouraging others to do the same.
- Reporting all incidents, near misses and hazards in accordance with the City's processes.
- Taking reasonable care for own health and safety and the health and safety of others in the workplace.
- Participate and contribute in WHS training and consultation as required and be supportive of the implementation and development of safe work practices.
- Compliance at all times with statutory and regulatory requirements and Australian Standards.

Customer Service

Promote a positive and professional image of the City through:

- Creating and maintaining good relationships with the Community and our stakeholder customers.
- Taking the time to understand the needs of customers and their expectations.
- Provision of clear, accurate and timely technical and general advice to Council, management, stakeholders and clients.
- Following up on both positive and negative feedback received.
- Considering customer service in all aspects of their duties.
- Continuously looking for ways to improve the level of customer service you deliver.

Community Engagement

Committed to active and appropriate engagement processes guided by the principles of:

- Informing – Giving information to the community where instructed.
- Consulting – Obtaining community feedback when requested.
- Involvement – Engaging directly with the community as directed.
- Partnership – Partnering with the community to create solutions.
- Enabling – Placing final decision making in the hands of the community and City of Coffs Harbour management

Learning and Development (L&D)

Support the City of Coffs Harbour as a high performance organisation by:

- Participating in strategic learning and development initiatives.
- Undertake and participate in L&D initiatives that directly enhance and/or improve individual performance and contribute to the City's effectiveness.
- Take individual responsibility for own learning and engage in professional development.
- Participate in learning and development activities in accordance with the City's Training plan.
- Work collaboratively with the other staff to identify training needs and appropriate solutions.

Sustainability

- Consider the interconnections between economy, society and environment and ensure sustainability.
- Incorporate the City's Sustainability Policy and Climate Change Policy into daily operations whilst applying appropriate environmental laws and the management of cultural diversity in controlling the risk of serious or irreversible impacts on the environment, society and heritage values.

Continuous Improvement

- Supporting staff and the leadership team in the implementation of new and improved business processes.
- Support organisational initiatives including business and cultural change programs that progress the organisation towards the desired state.

Organisation Support

- Support the leadership and management by:
 - Embracing the organisations vision and values, so that they are demonstrated through behaviours, actions and attitudes.
 - Ensuring all appropriate City Policies and Procedures relating to employment, including Equal Employment Opportunity, Code of Conduct and Fraud & Corruption.
 - Ensuring the WHS responsibilities of the role are undertaken in accordance with the City WHS Responsibilities Statement, WHS legislation and other City Policies and Procedures regarding WHS.
 - Ensuring business records are maintained accurately and on time, in accordance with the City's Records Management Policy.
 - Providing valued team contribution, coupled with performance and behaviours consistent with a positive and productive work environment.

KEY AREAS OF RESPONSIBILITY

- Plan and deliver swimming and water safety skills lessons following the swim school program criteria as rostered.
- Communicate clearly and demonstrate correct swimming drills.
- Correct faults in swimming techniques and identify ways to improve performance.
- Be an enthusiastic role model, creating a positive and fun environment in which to motivate and encourage children and adults to improve their swimming and water safety skills.
- Evaluate lesson sessions and provide constructive feedback.
- Follow child safety policies and guidelines aimed at safeguarding children.
- Maintain program and lesson administration in a timely and accurate manner.
- Support leadership and swim school team to maintain the swim school program.
- Maintain professional development and qualifications currency.
- Undertake other tasks/duties as directed by your leader – that are within the skills, capability and training of the employee.

KEY RELATIONSHIPS

Internal

- Team Leader Pools
- Swim School Coordinator
- Pool and other City staff.

External

- Swim school students and their parents/carers
- Other pool users.

OTHER POSITION REQUIREMENTS

- Based on a 38 hour week, the ordinary hours of work will be between 05:00 and 23:00 Monday to Sunday. Actual start and finish times within this span will be arranged with your People Leader in accordance with the facility roster.
Shift penalties in accordance with the Award will apply for ordinary hours worked at the following times:
 - Weekdays outside of 05:00 - 23:00 shift penalty 20%
 - Saturday shift penalty 25%
 - Sunday shift penalty 50%.
- Work may be required to be undertaken outside of ordinary working hours as agreed with the People Leader. Payment will be in accordance with the Award and the City's Enterprise Agreement (EA).
- This position engages in child related work and requires a Working with Children Check
- This position is located at any of the City of Coffs Harbour pools (Coffs Harbour War Memorial Pool, Sawtell Pool, Woolgoolga Pool) with the requirement to attend and/or work at other sites/locations having regard to the nature of the role and roster.
- This position involves working in a predominantly outdoor environment where a varying range of temperatures, weather conditions and walking surfaces may be experienced. The position requires a moderate level of aerobic and physical fitness to undertake regular physical activities such as walking, lifting, pulling, pushing along with the capacity to maintain normal manual handling tasks across the work day – depending on the nature of the tasks undertaken. The use of relevant work method statements and appropriate WHS standards are an integral part of the role. A full functional and medical assessment is required for this position.

QUALIFICATIONS/LICENCES/EXPERIENCE

Essential

- Teacher of Swimming and Water Safety qualification – from Austswim, Royal Life Saving or Swim Australia
- Current Provide Cardiopulmonary Resuscitation (HLTAID009) qualification
- Current Working with Children Check
- Willingness to undertake a National Police Check.

Desirable

- Qualified and experienced in teaching infants and preschool swimming, or willing to obtain Teacher of Infant and Preschool Aquatics
- Qualifications and experience with any or all the following – adults, competitive strokes, access and inclusion
- Provide First Aid (HLTAID003) certificate.

CAPABILITIES

- Demonstrated ability in lesson planning and organisational skills
- Demonstrated teaching skills
- Ability to identify hazards and manage risks to maximise workplace and student safety
- Ability to manage swim classes and student groups
- Ability to observe and provide feedback to assist education and learning
- Ability to effectively communicate with children
- Ability to undertake the role in a way that demonstrates inclusiveness, patience and continuous learning
- Ability to work and teach in a pool environment, in-water in both indoor and outdoor facilities.

**Position Demands Analysis
Learn to Swim Instructor**

EXPOSURE RATING TABLE					
No exposure	Low Exposure		Medium Exposure		High Exposure
0 hrs daily	0-2 hrs daily		2-4 hrs daily		4-8 hrs daily
0	1		2		3
PHYSICAL REQUIREMENTS					
All lifting to be undertaken using effective risk based manual handling techniques					
Sedentary work Lifting 0 - 4.5kg	0	Elevating arms above shoulder height	1	Climbing to access / exit excavations	0
Light work Lifting 4.5 - 9.1kg	1	Extend arms for reaching	1	Kneeling for extended periods	0
Medium work Lifting 9.1 - 22.7kg	1	Sitting for extended periods	0	Crawling	0
Heavy work lifting 22.7 - 45.5kg	0	Standing for extended periods	1	Balancing	0
Repetitive Lifting	1	Walking for extended periods	0	Hearing above background noise	2
Pulling Loads > 5kg	0	Walking on uneven ground	0	Depth perception	2
Pushing loads > 5kg	0	Frequent bending / stooping	0	Colour vision	0
Lifting with trunk twisting	1	Shovelling / digging	0	Fine manipulation	0
		Throwing	0		
USE OF PERSONAL PROTECTIVE EQUIPMENT					
Safety boots / shoes	0	Dust Mask / Respirator	0	Reflective vest	0
Hard hat	0	Protective eyewear	0	Breathing Apparatus (BA)	0
Ear plugs / muffs	0	Gloves	0		
EXPOSURES					
CHEMICALS		CHEMICAL NAME/TYPE		BIOLOGICAL	
Dusts	0			Odours / Mists / Fumes	1
Liquids	2			Possible exposure to sharps	0
Herbicide spraying	0			Possible exposure Q Fever	0
Pesticide spraying	0			Possible exposure to Tetanus	1
Gases / Vapours	0			Possible exposure to Hepatitis A, B, C	1
Working with solvents	0			Possible exposure to blood / bodily fluids	1
				Possible exposure to plant pathogens	0
PHYSICAL/PSYCHOLOGICAL					
Inside work	2	Working near machinery	0	Slippery surfaces	3
Outside work	1	Operating machinery	0	Low light areas	0
Confined spaces	0	Vibration	0	Shift work	0
Working alone	0	Working at heights	0	Use of computer for screen-based activities	0
Working with hot substances	0	High Temperatures > 38 degrees	0	Prolonged Driving (periods > 2hrs)	0
Working with cold substances	0	Low Temperatures < 3 degrees	0	Violence/aggression from customers	1
Noisy work areas	2	Fatigue	0	Violence/aggression from animals / wildlife	0