



Team Member Person Specification

	Criteria	Essential/Desirable	Assessment
1*	Effective team member with flexible approach to work and colleagues	Essential	Application form and Interview
2*	Experience of working with the public in a busy service environment ensuring that the experience of each customer is positive and satisfactory	Essential	Application form and Interview
3	Good communication skills both written and verbal	Essential	Application form and Interview
4	Computer literacy	Essential	Application form and Interview
5	The ability to clearly demonstrate safe practical skills	Essential	Interview
6	Have experience coaching a sport or leading activity sessions or demonstrate ability to achieve a climbing award in the short term.	Desirable	Application form and Interview
7	Personal climbing experience	Desirable	Interview
8	Possess a current first aid certificate	Desirable	Application form
9	Awareness of health and safety issues affecting climbing walls	Desirable	Interview

Application form – please use the form to demonstrate how you meet the criteria, **especially those marked with an asterisk**. The responses will be scored as part of the shortlisting process.

Interview – assessed during the interview process by either competency-based question, scenario questions, tests etc.