

PERSON SPECIFICATION

FITNESS INSTRUCTOR, BAND 4

PULMONARY REHABILITATION

1. Knowledge, skills and training		Essential	Desirable	Assessment Method
1.1	Listed on current register of Exercise Professionals	Yes		certification
1.2	Professional portfolio demonstrating learning and formal education	Yes		application/interview/ references
1.3	Level 3 Advanced Fitness/Gym Instructor, plus knowledge to diploma level or equivalent	Yes		certification
1.4	Referral Programme Consultation /exercise referral Qualification		Yes	certification
1.5	Experience with respiratory conditions		Yes	certification application/interview/references
1.6	Experience in a healthcare environment		Yes	application/interview/references
1.7	First Aid at Work Qualification		Yes	certification
1.8	Experience of working with older people		Yes	application/interview/references
2. Job specific experience		Essential	Desirable	Assessment method
2.1	Fitness assessment and exercise prescription	Yes		application form/references/ interview
2.2	Ability to work single handed with individuals/groups within a supportive environment. Able to demonstrate skills to work with groups	Yes		application form/references/ interview
2.3	Observation and IT skills	Yes		application form/references/ interview
2.4	Good personal organisation skills and ability to work as part of a team. Ability to build a therapeutic relationship with warmth empathy using good communication skills	Yes		application form/references/ interview

2.5	Good communication skills, both written and verbal, with patients and staff.	Yes		application form/references/ interview
2.6	Basic numeracy and literacy and positive interpersonal skills	Yes		application form/references/ interview
2.7	Understanding professional conduct, health/safety, and risk awareness	Yes		application form/references/ interview
2.8	Health/social care/experience		Yes	application form/references/ interview
3. Information Technology		Essential	Desirable	Assessment method
3.1	Basic knowledge of word processing.	Yes		Interview
4. Personal qualities/attributes		Essential	Desirable	Assessment method
4.1	Demonstrate a commitment to life-long learning	Yes		application form/ references
4.2	Willingness to work flexibly	Yes		application form/ references
4.3	Self- awareness	Yes		application form/ references
4.4	Able to work under pressure and to tight deadlines	Yes		application form/ references
4.5	Able to deal calmly with difficult situations and people, e.g. verbal/physical aggression in a clinical setting.	Yes		application form/ references
5. Business travel		Essential	Desirable	Assessment method
5.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Level 1* or Level 2*	Level 3*	
6. Additional requirements		Essential	Desirable	

6.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to carry out the full range of duties and responsibilities of the role effectively.	Yes		application form/references/ interview
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***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably made by public transport.