

Position description

Learn to Swim Instructor

Summary information

Section	Key Venues	Directorate	City Living
BCC number(s)	N/A	Position type	Casual
Grade	Grade 3	Skill descriptor	Band 1 Level 3
Reports to	Swim School Team Leader	Direct reports	No
Approval limit	\$0	Release limit	\$0
Created/reviewed	August 2025		

Our values



Teamwork



Customer Focused



Innovation



Commitment to Safety

Our aspiration to be the best council in Australia is reflected in our workplace values of Teamwork, Customer Focused, Innovation and Commitment to Safety. These values define who we are, what we do and how we do it. They are the basis of our culture, and influence the way we work with each other - and the way we serve our community.

It is our responsibility to apply and conduct ourselves in alignment with our corporate values. Collectively we can create a value-based organisation.

Leadership is critical to all positions at Council.

Leaders are responsible for providing direction and feedback to achieve business, operational and overall team performance objectives. They are responsible for enabling the success of their teams, and for ensuring their team can achieve all performance metrics whilst keeping each individual team member accountable. Our leaders are required to lead by example and provide coaching and support to enable their team's success.

Individual team members should engage positively with their leader to set and achieve business and operational objectives. They are responsible for taking ownership of their performance metrics to ensure they can achieve all of their objectives.

1. Position context

The Key Venues section is positioned within Council's City Living Directorate.

Key Venues is administered under the authority of Blacktown Venue Management Limited, a company wholly owned by Council, which act as Council's managing agent.

All employees of Key Venues are employed by Blacktown City Council and seconded to Blacktown Venue Management Limited.

2. Position purpose

This role is primarily responsible for providing professional, safe, practical, and theoretical instruction to participants in the Blacktown Key Venues Aqua Learn to Swim program.

The incumbent will comply with all applicable legislation, regulation and other law, including the NSW *Work Health Safety Act 2011*, Work Health Safety Regulation 2025 and Council's Safety system.

3. Qualifications and experience

Essential:

- Ability to complete the Blacktown Key Venues Aqua Learn to Swim Teacher internal training program if not currently accredited through the Austswim, Swim Australia and/or Royal Life Saving Society learn to swim teacher training program(s)
- Current CPR Certificate
- Excellent oral communication
- Excellent customer service
- Current Working with Children Check.

Desirable:

- Austswim Teacher of Swimming and Water Safety, Swim Australia, Royal Life Saving Society, or similar standard
- Current First Aid
- Pool Lifeguard Award or similar standard
- Oxygen Equipment Certificate
- Coaching/teaching experience
- Teacher extension courses including Infant and Preschool, adults, access and inclusion and competitive strokes
- Current class C driver's licence
- Knowledge of applicable legislation/regulations.

4. Authority

The incumbent has the authority to take any reasonable action that is consistent with the responsibilities of the position and to ensure the safe and efficient undertaking of work activities.

The incumbent's authority is subject to any limitation imposed by the management team, organisational policies, procedures and work instructions.

5. Key accountabilities

Position specific

- To always represent Blacktown Venue Management and Council and the respective facility in a positive light and to provide the highest levels of customer care and service to all users. Such representation includes, but is not limited to, professional appearance, conduct and punctuality
- To follow instructions and guidance as provided by senior staff and to work cooperatively with other Key Venues employees
- To ensure the safety and wellbeing of all patrons and user groups to the nominated facility by the provision of high-quality surveillance and teaching techniques. Such responsibility shall extend to all areas of the facility and not be limited to pool areas
- To respond accordingly to any First Aid or Emergency situation and to work cooperatively with other staff/professionals/others in the treatment of such
- If this role is identified as a position which undertakes coordination of volunteer programs as well as the supervision of volunteers when they are on site (not including work experience placements) you will be required to:
 - familiarise yourself with our volunteers policy and standards
 - implement the policy and follow this Managing volunteers standard in a consistent and fair manner
 - undertake training needed to effectively coordinate volunteers
 - allocate sufficient time to volunteer coordination.

Work health and safety (WHS)

- Implement, monitor and, or comply with Council's WHS system, including but not limited to work health and safety policies, standard operating procedures, risk assessments/work instructions and associated system tools in their relevant work area.
- Adequately familiarise yourself with your work health and safety responsibilities and actively fulfil these as indicated in the WHS Responsibilities guideline WHS001.
- If this role is identified as a position with 'Chain of Responsibility' requirements, as defined by the *Heavy Vehicle National Law* and Regulations, you will, as far as reasonably practicable, ensure the safety of the vehicles transport activities. This is not limited to preventing breaches of mass, dimension, load, speed and fatigue laws and regulations.

- If this role is identified as a position which undertakes child-related work, as defined by the *Child Protection (Working with Children) Act 2012*, the *Child Protection (Working with Children) Regulation 2013* and the Office of the Children's Guardian, you will be required to maintain a current and valid Working with Children Check number, renewable every 5 years.

Corporate

- Contribute to a positive workplace culture that embraces diversity and fosters the welfare of all staff.
- Undertake all activities in line with approved governance practices, especially in relation to risk, fraud and corruption.
- Contribute to the delivery of outcome necessary to achieve the goals and objectives of Councils currently adopted Community Strategic Plan.

Equal employment opportunity (EEO)

- Demonstrate appropriate knowledge of, and commitment to, EEO principles and anti-discrimination law in the workplace.

Environmental sustainability

- Act in line with the *NSW Protection of the Environment Operations Act 1997*, the *NSW Local Government Act 1993* and seek to conserve and enhance our local environment, in consideration of Council's environmental sustainability policy through our work practices, programs and services.

6. Duties

- Report daily/or according to roster requirement to the nominated Swim School Team Leader or his/her delegated official at the nominated facility. Such reporting must consider the flexible approach to sudden changes in work hours, conditions and locations, as is the nature of casual work.
- Deliver the learn to swim class program in accordance with the program framework and standards.
- Be ready to instruct class prior to starting time (arrive minimum 10 minutes prior to class commencement).
- Ensure classes start and finish on time.
- Be available after the class to consult with students and/or parents/guardians regarding the class or instruction techniques.
- Manage and report on class attendances.
- Accurately assess swimming lesson students and complete any necessary administration resulting from this assessment.
- Provide visitors with relevant and accurate information regarding the Learn to Swim Program and any associated program or service information.

- To assist in the promotion and marketing of any/all programs and services related to the centre with particular emphasis on the Learn to Swim Program.
- Provide parents/adults/caregivers with timely and accurate feedback regarding process and direction of their attending students.
- To undertake cleaning duties as required where appropriate and to provide a clean, safe and inviting environment to the various user groups.
- To undertake general equipment maintenance tasks associated with the position of a safe, clean, efficient, and high-quality program as required.
- Actively support Key Venue staff working together as a “team” to meet the requirements expected by the Blacktown Venue Management Board, Blacktown City Council, and all key stakeholders.
- Provide guidance and instruction which results in motivated students.
- Other duties as from time to time as may be reasonably required and requested by and/or through the B Blacktown Venue Management Chief Executive Officer or his or her nominee.
- Assist with the training, induction, monitoring, and evaluation of new or ‘rookie’ learn to swim instructors.
- The management of volunteers if required by the role.
- Other duties as directed consistent with the operations of Council.

7. Performance criteria

As per Council's performance management system.

Acknowledgement and agreement

Employee	Name:	
	Signature:	Date:
Supervisor	Name:	
	Signature:	Date: