



DLSA Teacher or Learn-To-Swim/Squad Coach Employment Information Summary

It is important to us that you are very clear about the position you are applying for. Please take a minute to read and understand the following information.

PRIORITY ONE ::: SHOULD YOU APPLY FOR THIS POSITION

Let's cut to the chase... ☺ You're busy... We're busy... We've learned a few things about the pros & cons Team members have faced when taking on a position in our Teaching/Coaching Team.

We have four key items for you to consider before you send us your application. If you feel you meet the following four items then we would love to have a chat. If not, no problem, but we know that this position is probably not for you at this stage. ***Having said that, if you feel you have extenuating circumstances outside these items that would still enable you to apply, we would still love to meet you!***

AVAILABILITY – PM & Saturday shift availability is very important to us. If these shift times do not really suit your needs then *you may need to rethink your application. You don't need to be available for all the shifts, but the more the better!* ☺ NOTE: Swim Teachers/Coaches work on a shift basis. We do not have a regular 9am-5pm swim program.

LONGEVITY – From our experience, a DLSA Teacher/Coach will take at least 6 to 10 months of training and experience before they reach a high standard of overall effectiveness. For this reason we are looking to foster long term Teachers/Coaches. Should you get the position and enjoy the job, do you have the ability to continue working in this role for at least the next 2 to 4 years? *If not, you may need to rethink your application.*

TOTAL HOURS PER WEEK – We work hard to give our Team the flexibility they need to work their shifts around their life. On average, DLSA Teachers/Coaches can usually be rostered for between 10 and 20 hours per week, more if you like (in peak times of the year). Is this the amount of hours per week you are looking for? *If not, you may need to rethink your application.* NOTE: Our School Program runs from mid August to December. During this time many more hours are available for DLSA Teachers/Coaches.

COMMITMENT TO TRAINING & THE DLSA PROGRAM – We work hard to train Swim Teachers capable of delivering the level of program, expected by our customers. In our experience, 1st time Swim Teachers/Coaches can become overwhelmed with our training program. It does take time, it does involve exams and assessments, all of which is done in a way to help new Teachers/Coaches become familiar and confident with their ability to teach a good quality swim lesson. **Similarly, we have had EXPERIENCED Teachers/Coaches enter our training program.** This can sometimes be difficult. At the DLSA, all Teachers follow the same Lesson Plans designed by Darren Lange. Each Teacher can portray their own personality through the lesson plans but the Lesson Plans & Key Words are of paramount importance to the DLSA Program. *If you feel you are not able to go through this training and/or not able to teach a structured Lesson Plan Program, you may need to rethink your application.*

STANDARD TEACHING SHIFTS FOR NEW TEAM MEMBERS

Wilsonton:

- Mon – Fri 3.00pm to 6.00/6.30pm
- Sat 8.00am to 12.00/2.00pm

Centenary Heights:

- Mon – Fri 3.00pm to 6.00pm
- Sat 8.00am to 11.30am

Rostering Overview:

- We run a Perpetual Program. That means our Private Program lessons continue over the school holidays. At this stage, we have 3 weeks of the year where we do not run our Private Program, two weeks at Christmas and one week at Easter. This means DLSA Teachers are able to maintain a more stable annual wage. Most local programs will not continue weekly lessons over the holidays and for many Teachers this means anywhere from 2 to 8 weeks with no shifts and no wage.
- We work hard to work with our Teachers as to what shifts fit into their changing lives. During the lead into a new program we have the ability to increase or decrease shift allocation to suit your needs.

Duties and Responsibilities: (Teacher)

1. Follow guidelines obtained during AUSTSwim or Swim Australia certificate and during the DLSA training.
2. Follow DLSA lesson plans and ensure their correct implementation (see LTS supervisor for assistance).
3. Maintain the consistently high standard expected by the DLSA.
4. Ensure the lesson achieves positive results.
5. Ensure your area is set up before each class is due to begin and placed away correctly at the end of each class.
6. Ensure health and safety workplace requirements are enforced at all times (particularly the safety of all clientele and fellow employees).
7. Attend regular workshops and meetings to obtain a consistent DLSA program.
8. Show initiative to improve lesson plans at staff meetings and workshops.
9. Relieve absent staff at short notice.
10. Provide hands-on teaching/.
11. Undertake daily roll call of all participants and mark off class list at end of each class.
12. Call in daily swimming classes.
13. Conduct parent interviews during assessment week.

Don't be overwhelmed with all this information... but be informed! 😊

If you have questions or concerns then give us a call. We are very approachable and at the end of the day, all we want to do is provide a fantastic Water Safety & Lean-To-Swim program while building an AWESOME Team working environment!

😊 - Good luck!