



Recruitment Policy – Sailing Instructors

Advertising:

Vacancies are advertised by various means: Irish Sailing website and Facebook groups, club email, club Facebook pages and Whatsapp groups, and by direct contact with other clubs.

Application procedure:

All applicants are required to submit an application by email or hard copy, including CV, to the Principal of the Sea School by a specified date.

Selection procedure:

Group interviews are held on a nominated date, lasting for approximately three hours. The candidates are divided into groups of roughly equal size, and rotate through a number of discussion groups, each hosted by a member of the Training Committee (Sea School Principal, Junior Organiser, Senior Instructor) who acts as Observer. Candidates are scored objectively by the Observers on a number of headings (participation, leadership, subject knowledge, innovation) and scores are also allocated for CV content and relevant experience.

Candidates are ranked according to their combined score, and these scores are then used to help inform decisions about job offers.

References are checked by telephone on a random sample basis.

Essential requirements:

Prior to commencing work, the Irish Sailing database of valid instructors is checked to ensure that all instructors are listed. This ensures that they have completed Garda vetting, and have valid Emergency Care certificates and Powerboat certificates. Although not an Irish Sailing requirement, all instructors employed by Bray SC must also hold a VHF SRC.