



Malahide Yacht Club

Instructor Recruitment Protocol

2019

Malahide Yacht Club (MYC) is creating a panel from which we will select Senior Instructors, Instructors and Assistants for work on Summer ISA Courses, Pre-season and post-season training for cadets and adults across all Classes.

To apply for a position, please take the following steps:

1. Submit a CV
2. Ensure you have complied with all Irish Sailing Requirements needed to fulfil the role of SI, Instructor or Assistant (details available on their website - sailing.ie) See below also.

Assistant Instructor Pre-Requisites:

- Minimum age 15 years
- Hold 2 of the following certs: - Advanced Boat Handling, Kites & Wires, Adventure Skills or Start Racing, ideally 3 of these is advantageous to have.
- 16yrs plus - require Garda Vetting through Irish Sailing
- 16yrs plus - require Sport Ireland Safe Guarding 1
- You must be a competent sailor, with an enthusiastic personality and **good communication skills**
- Experience of working with young children an asset
- You must have been a cadet during the previous season and you must be an ACTIVE sailing member of MYC, sailing throughout at least 2 seasons at the Club, and attending external events.
- You DO NOT have to have your powerboat licence to apply, HOWEVER, if your application is successful you must commit to obtaining an IS National Powerboat Cert prior to starting work if you are of the required age to sit the course.
- Candidates will be **shortlisted** based on these requirements.

Dinghy Instructor Pre-Requisites:

- Minimum age 17 years;
- Dinghy SBSS Pre-entry Practical Guidelines completed within last 12 months
- Valid Emergency Care Cert. from approved course
- Garda Vetting Clearance
- Sport Ireland Safe Guarding 1
- Irish Sailing National Powerboat Cert (Level 2)
 - with cert. endorsed for both tiller and console controls;
 - with 20 hours power-boating logged following certification.
- * Actively sailing at events (either home club and/or external)

Asst. Instructors:

The primary purpose of the Assistant Instructor program is to give senior cadets a taste of what it would be like to work as a qualified sailing instructor.

Line of Authority:

- Assistants responsible to assigned Instructor, and reports all issues in the first instance to their Instructor.
- Instructors are directly responsible to the Senior Instructor in the first instance, and to the JAO in the second instance.
- Senior Instructor reports directly to JAO on all issues.

Selection/Shortlisting;

Selection for the Panel will be based on a number of criteria including:

- Sailing & Work Experience: it would be very advantageous for sailors **to gain experience working in other yacht clubs, outside of their home Club.**
- Active member of the club, sailing throughout the seasons, and attending external events.
- Commitment to promoting the sport
- Communication Skills
- Teamwork
- Ability to create a fun and safe environment
- Good fit in the team
- Passion for sailing
- Good Rapport with young children
- Good time keeping.

We would advise applicants to be proactive and ensure that all of their instructor qualifications and certificates are valid and up-to-date.

Instructors are required to be familiar with, and to work within:

- MYC Health and Safety Guidelines
- MYC Standard Operating Procedures
- MYC Code of Conduct for Staff.

As an MYC Instructor you are expected to provide the best possible training for students.