

TOWN OF SHARON

JOB DESCRIPTION

Title of Position: Program Instructor Job Description

Department/Appointing Authority: Recreation

Date: 7/16/18

Originator: Linda Berger, Recreation Director

Personnel Board Use Only

Classification: Part-Time, (PT), under 20 hours per week

Effective Date of Classification: Unknown

1. Summary Description

Under supervision of the Recreation Director and/or Assistant Recreation Director the employee develops curriculum and runs classes and/or programs for the Sharon Recreation Department to nurture physical and educational development of program participants.

2. Essential Functions

The essential functions or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

Department Functions:

- Is responsible for planning, organizing, scheduling, coordinating, supervising and delivering quality recreation programs/activities.
 - Act in a professional manner at all times; be prepared each day with appropriate attire, curriculum and possess good attitude.
 - Attend all scheduled staff meetings and trainings to maintain good communication between all staff. In incidents where attendance is not possible, notify supervisor at least 24 hours prior to the meeting.
 - Build relationships with program participants by greeting them by name or family, thereby creating a welcoming atmosphere for all who enter our activities; being a positive role model for children; and model appropriate behaviors for participants to emulate.
 - Submit course description for programs and one day events for program guide in timely manner; expanding on successful programs and looking at new community class opportunities
 - Respond thoughtfully and swiftly to any other duties assigned by supervisor.
 - Report to work 15 minutes before scheduled class and be ready 10 minutes before start of class.
- Maintain a safe, fun and controlled environment
 - Identify hazardous conditions and eliminate or minimize them. Understand and implement first aid procedures and follow through emergency plans and complete records and reports as needed.
 - Take pride in surroundings, ensuring materials are returned to proper location; trash is removed after each group departs and building and/or field is in a condition that is clean and presentable for public use.
 - During program dismissal ensure each participant is picked up according to release permissions.
 - Represent and promote the Sharon Recreation Department positively in our community.

Supervision

Works under the general direction of the Assistant Recreation Director and/or Recreation Director. Generally establishes own work plan and priorities, using and/or modifying established procedures, to complete the work in accordance with established departmental policies and standards.

Performs responsible functions that require the exercise of independent judgment and initiative in assisting the Assistant Recreation Director and/or Recreation Director in designated areas of administration, planning and daily operations. Exercises considerable initiative and independent judgment in the planning, administration and execution of the human resources and financial functions as well as in the direction of summer waterfront personnel.

3. Reporting Structure

Supervision Scope: Performs all operational duties under very little supervision. Must exercise independent judgment on a daily basis.

Supervision Received: Work is performed under the direction of the Assistant Recreation Director.

Supervision Given: May supervise several part time positions as well as seasonal positions and volunteers, assigning tasks and instructions and evaluating personnel performance.

4. Physical Environment

Some work is performed under typical office conditions with regular interruptions from the general public; work is frequently conducted outdoors with exposure to various weather conditions. Nature of work performed frequently requires irregular work schedules, such as evening and weekend hours during cyclic or seasonal periods.

May operate a computer and general office equipment. Position requires the ability to operate a keyboard and standard office equipment at efficient speed. The employee is frequently required to sit, talk and hear.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Light physical effort is generally required which involves occasional lifting/moving/pushing up to 30 pounds; may occasionally lift/move/push up to 60 pounds. Frequently required to spend several hours standing, walking, and reaching with arms. Must have the ability to judge distances and spatial relationships. Regularly stands, walks, sits, talks, and hears. Position requires the ability to operate a keyboard. Travel to various town recreation department sites may be required.

Has high degree of interaction with general public, sports officials, parents, children, business and civic groups. Contacts are in person, by telephone, and by email and involve an information exchange dialogue. Errors could result in adverse public relations, loss of funds, reduced level of services, injury to staff and the public, as well as legal ramifications.

5. Communication

Makes regular contact with the general public, numerous town department and officials such as the Treasurer's Office, the Accounting Department, the Department of Public Works, School Department and the Police and Fire Departments, and local civic organizations.

Errors could result in personal injury to self or others, monetary loss, and legal repercussions.

6. Experience

Bachelor Degree Preferred: Minimum two years prior experience teaching recreation classes and/or programs preferred, preferably in a municipal setting; or an equivalent combination of education and experience.

Special Requirements

- Possession of a Massachusetts motor vehicle operator's license
- Must be at least 18 years of age.
- Bachelor Degree preferred or two years of experience teaching classes preferred.
- Must possess Red Cross CPR and First Aid, or equivalent.
- Evening and weekend hours may occasionally be required to oversee programs and events.

Knowledge, Ability and Skill

Knowledge. Thorough knowledge of the principles and practices of community recreation management and athletic program curriculum management.

Ability. Ability to deal effectively and diplomatically with other town employees and the general public. Ability to communicate clearly and concisely, both orally and in writing with people of all ages. Ability to develop and adapt innovative cost-effective programs to meet community needs. Ability to instruct others. Ability to use a computer including spreadsheet and word processing applications. Ability to operate a telephone and standard office equipment.

Skill. Excellent planning and organizational skills. Excellent customer service skills. Skill in coordinating various programs and projects simultaneously. Budget development and monitoring skills.

This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.