



**Whitchurch Community Swimming Pool**  
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***Please contact Matt Stafford ([matt@wcsp.org.uk](mailto:matt@wcsp.org.uk)), Chair of Trustees, if you are interested in this role or would like to discuss it further.***

Whitchurch Community Swimming Pool (WCSP) will sit at the heart of our community. The pool has been closed for 7 years, and we are now at an exciting stage of our plans to re-open this community asset for everyone. We will soon start building and recommissioning work, after an intense period of lease negotiation and fundraising.

**We are looking for a passionate, dedicated and hard-working Volunteer General Manager to take us from planning and building, to being a successful, operating community swimming pool.**

This role is unpaid – we are looking for a committed volunteer. WCSP has a dedicated group of Trustees and Volunteers who have got us this far; but our next challenge will be to change gear and start planning for opening!

We know this is a big role, and a big ask – but we are hopeful that someone in our community is looking for a fulfilling and important challenge. The Trustees remain committed to the project, but need the time, energy and skills of a Manager to own the next phase of the project.

We don't have the perfect candidate in mind: only you will know if you could take this on and help us bring the pool back to life. Most of the people who could deliver this role aren't Pool or Swimming experts, and that's OK – the Trustees and Volunteers have got us this far, with support from our friends at the Lordsfield Pool in Overton.

The kind of person we're looking for:

- **Relationship Builder** – Someone who can work with a range of people and personalities to deliver the project. Volunteers come in many forms, and the pool won't work without them. We need our General Manager to be comfortable working with people from our community.
- **Organizer** – There are many strands to the re-opening and operation of the pool (more below). The General Manager will need to be able to handle multiple projects and sub-projects all happening together.
- **Detail Orientated** – Opening and operating a pool is a big responsibility! We need to be safe, enjoyable and predictable for the people in our community and beyond. Co-ordinating volunteers and activities across a range of tasks will be

critical – and the time, energy and patience to understand the detail while allowing others to flourish will be part of the challenge.

- **Flexibility & Energy** – The pool is a community venture. We expect there to be bumps along the way – volunteers, the public, Trustees – there are many stakeholders involved in the success of the project. We are looking for someone who is flexible in terms of their availability, and who has the energy to deliver the project.

The role itself is broad – and there is a lot to do. Some of the key areas the General Manager will be responsible for delivering (not always personally, but through a network of volunteers and potentially paid employees in due course) include:

- Memberships & Fees
- Day-to-day money management (fees, etc.)
- Lifeguards & Pool Rescuer qualification and scheduling
- Equipment & Consumables
- Volunteer Management
- Swimming Operations
- Swim Programme
- Scheduling & Rotas
- Pool Plant Operations & Water Testing
- Snacks & Drinks (including rotas, etc.)
- Keyholder Management
- Site & Pool Safety (Health & Safety Management will be appropriately supported by the Trustees)
- Site Maintenance (Day to Day)

You won't deliver this alone – an important part of the challenge will be to work across our community to secure volunteers to lead in many of these areas. Your role is to make sure it happens, and to work with the Trustees throughout.

Areas which are **not** in scope for this role include:

- Grant funding
- Charity Commission & Statutory Reporting
- Fundraising
- Finance, Accounting & Banking
- Community Engagement
- Social Media
- Building works and capital investment
- Safeguarding
- IT Management

The Trustees will retain strategic oversight of the pool, and expect to work closely with the General Manager. The Trustee group are 'hands on' but also fully understand that a General Manager will wish to move the project forward in their own way – and we are supportive of that.

You will have access to the Charity's IT tools – we have full Microsoft licensing providing Sharepoint, Teams, OneDrive, Email, etc. to support you – and our volunteers.

We would be very happy to speak with anyone who may be interested in this role. The pool will not move beyond the current phase of the project unless we are able to find the right candidate. So much hard work has gone in already, and we are desperate to see the project develop and succeed. If you think you could be the right person, please get in touch. We don't expect *anyone* to be skilled in all the above areas – but the right characteristics, personality and commitment will take us to the next stage.

*We expect this role to involve 10-15 hours' work each week – sometimes more, sometimes less. The role is very flexible in terms of the 'how' and the 'when' – if you can make it work around your life, that's perfect. Suitable candidates will need to be 18 or older, and a DBS check will be required (which we will pay for). The only form of payment we will be able to offer at this time is a Family Membership and free swimming at the pool for the duration of your time in the role.*

## **Equal Opportunities Statement**

We are committed to creating an organisation where **everyone is welcome and able to contribute.**

We believe that talent, commitment and potential exist across every part of society, and we encourage people from all backgrounds and experiences to get involved, including those who may not have followed a traditional path.

We welcome people of **all ages, races, ethnicities and nationalities; all genders and gender identities; all sexual orientations; all religions or beliefs; and people with disabilities or long-term health conditions.** We also encourage involvement from **parents and carers, people returning after time away, students, those seeking flexible or part-time involvement, and older members of the community.**

We do not tolerate discrimination on the basis of **age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation,** or any other irrelevant characteristic.

Our aim is to ensure everyone is **respected, supported and able to take part,** and that a diversity of perspectives strengthens the work we do for the communities we serve.