



## Employment Info Package - QLD

SEPTEMBER 2026

Welcome to Go Ride A Wave!

Established in 1987, Go Ride A Wave (GRAW) is an industry leader in outdoor adventure, education and recreation. Our company operates in Noosa on the Sunshine Coast; and Surfers Paradise, Broadbeach and Coolangatta on the Gold Coast. With operations also in Victoria along the Great Ocean Road where the company was founded.

At GRAW, we pride ourselves on providing outstanding personalised service and instruction to our clients through a variety of activities all based around 'fun experiences in the surf'. Our target markets are international and domestic travellers, locals, schools and corporates.

The following pages will cover:

- The instructor position.
- Surfing instructor qualification requirements.
- What's the pay rate?
- Staff training and commencing work.

### THE SURFING INSTRUCTOR ROLE

What makes a great instructor is someone who is a 'people-person' that loves working outside, has great water skills, works well with others and is customer focused. If this sounds like you the you would make a great addition to the team!

The instructor role is employed on a casual session basis. Most sessions run for 2 hours to make a shift length of 2hrs and 30min (15min paid either side of the lesson for set-up and pack-up). The Instructor In Charge will be paid longer to allow for additional set-up and pack-up, along with transport time if they are required to transport equipment to location. All 'assistant' instructors will meet the instructor in charge on site. Shifts will be allocated based on your availability.

## **SURFING INSTRUCTOR QUALIFICATION REQUIREMENTS**

### Awards requirements:

1. Employee Blue Card
2. Provide First Aid Certificate (HLTAID011)
3. Surf Bronze Medallion (or equivalent)
4. GRAW In-House Ocean Skills Proficiency Training
5. Foundation Surf Coach Award

#### **1. Employee Blue Card**

All staff must have an **EMPLOYEE** Blue Card. This check is through the Queensland Government and made online to enable you to work with children. Please apply via:

<https://my.bluecard.qld.gov.au/login>

If you already have a Blue Card, please ensure it's the EMPLOYEE type (not Volunteer)

You will need to update your information by adding Go Ride A Wave as your employer.

This can be done online or by calling them.

#### **2. Provide First Certificate (HLTAID011) or equivalent.**

The Provide First Aid certificate (formerly Apply First Aid) is the minimum level we require for staff to work for Go Ride A Wave. The course needs to be completed through a recognized learning facilitator.

Go Ride A Wave does not run these courses in house.

There are a number of First Aid providers, go on-line and look for a course near you. Please ensure that the course you choose has the code **HLTAID011**.

#### **3. Surf Bronze, Community SLS Certificate Award or APOLA Ocean Safety Surf Coach Award (OSSCA)**

This award enables you to supervise clients in an ocean environment. There are a few awards that GRAW recognises, such as the 'Surf Lifesaving Australia Surf Bronze', 'Community Surf Lifesaving Certificate and the Apolla OSSCA (some international qualifications are valid). You can choose to complete anyone of these qualification options. The award needs to be completed through a recognized learning facilitator and requalified every year. Go Ride A Wave does not run these courses in house.

For the Surf Life Saving Bronze or Community Bronze:

- Life Saving Queensland. You will need to sign up to a Surf Club of your choice and become a member. More information can be found at [https://sls.com.au/role/bronze-medallion/Local Surf Life Saving Clubs](https://sls.com.au/role/bronze-medallion/Local%20Surf%20Life%20Saving%20Clubs).

For the Apolla OSSCA:

- **Gold Coast**  
Steve Sharpe  
Qld First Aid & Aquatic Rescue  
Mobile 0418 757 896  
Email [aquaticsharpy@hotmail.com](mailto:aquaticsharpy@hotmail.com)
- **Sunshine Coast**  
Matt Hadland  
Ocean Guard Water Safety Services  
Mobile 0449 008 047  
Email [oceanguardservices@gmail.com](mailto:oceanguardservices@gmail.com)

#### **4. GRAW In-House Ocean Skills Proficiency**

As a paid employee it is compulsory that you complete the in-house training each year.

The training covers a range of components where you will be awarded either competent or not yet competent. The training will cover the following areas:

Beach Hazard Identification. First Aid and Rescues. Fitness Test. Equipment Skills.

**\*\* NOTE:** It is the employee's responsibility to ensure all their relevant awards are kept up to date. Go Ride A Wave also needs to receive a copy of these awards.

#### **5. Surfing Australia's Foundation Surf Coach Award (An ISA is viewed as equivalent).**

To become a Senior Instructor, you will need both experience and an additional surf coach qualification. You can complete either Surfing Australia's Foundation Surf Coach Award or International Surfing Association's Instructor Course. Once deemed a Senior you will increase your workload and pay rate. More information can be found at:

Surfing Australia. <https://surfingaustralia.com/foundation-surf-coach/>

International Surfing Association. <https://isasurf.org/learning/isa-coaching/>

## WHAT'S THE PAY RATE?

The rate is based on a seniority level. Initially you will be termed an assistant instructor and only on classes with a senior staff member also present. To become a Senior you will need to obtain a Foundation Surf Coach Award through Surfing Australia.

Go Ride A Wave works under the 'Fitness Industry Award'. Go Ride A Wave has chosen to pay above the award rate on Saturdays, Sundays and Public Holidays to reward weekend workers.

| Role                                       | Weekday | Saturday | Sunday/ Public Holiday |
|--------------------------------------------|---------|----------|------------------------|
| Assistant Instructor                       | \$33.05 | \$34.37  | \$34.37                |
| Senior Instructor/ IC (without assistants) | \$38.33 | \$39.86  | \$39.86                |
| Instructor IC (with assistants)            | \$39.17 | \$40.70  | \$40.70                |
| Shop Assistant                             | \$32.18 | \$33.46  | \$33.46                |
| Shop Senior                                | \$33.05 | \$34.37  | \$36.36                |

\*Wages outlined above are for ages 18 and above.

As part of the induction process you will need to email our internal account Paul, to let him know you are coming on board. Please introduce yourself and requested the onboarding documents by email to [pbayne@gordieawave.com.au](mailto:pbayne@gordieawave.com.au)

He will email you a link to complete your payroll information including TAX file number, superannuation and bank details.

\*Pay is processed electronically each Wednesday.

\*Instructors are employed under the fitness award.

## STAFF TRAINING AND COMMENCING WORK

Before becoming a permanent member of our team, you are required to observe at least 2 surf classes. These observation classes will give you an idea of what the job involves and, as you will be interacting with our clients, we are also able to gauge what you will be like as an instructor.

Before the first observation class we will make a time to meet up with you to go through some important information regarding employment. This includes, amongst other things, the Induction Manual, Lesson Plans for both school groups and general public, our on-line staffing system etc.

For the 1<sup>st</sup> Observation Class you are not required to hold any qualifications – as this is an unpaid trail. For subsequent observations you must either already hold the appropriate qualifications or at least provide us with proof that you are enrolled and/or in the process of obtaining these qualifications.

Each lesson will be with one of our senior instructors who will guide you through from start to finish. A surf class involves theory sessions on the beach and practical sessions in the water (where instructors help push/pull clients onto waves and offer feedback and encouragement). We require you to be involved in both.

- 1<sup>st</sup> Observation Class – Unpaid: You will shadow a senior instructor to observe the role (including the preparation for, and delivery of a class). You will also be hands-on with clients in the water, pushing and encouraging clients into waves.
- 2<sup>nd</sup> Observation Class – Paid: Again, you will shadow a senior instructor to observe the role. This time you will take on a 'speaking' role for part, or all of, the theory delivery of a class. And of course, you will again be hands-on with clients in the water.
- Further observation classes may be required and will be decided on by the senior instructor.

When will be able to offer you paid work?

- Once you have completed all of the required observation classes.
- You are able to present the theory portions of the lesson.
- You show proficiency interacting with clients.
- We have on file a copy of your required qualifications / awards.
- We feel you are suitable to this role and the Go Ride A Wave company.

When you first become employed with us, you will still be guided through your early classes under the supervision of a Senior Instructor. During this period your focus will be on perfecting the beach theory component. You will be assessed by a senior staff member to make sure you have fully grasped the requirements of teaching surfing to our clients.

The amount of work an instructor can expect will depend on:

- The time of the year (the amount of client bookings we have received).
- How available you are (if you are available all day, 7 days a week, you are likely to get a lot more classes than someone only available Monday's and Tuesday's after 12pm)
- Your reliability,
- How good you are at communicating with the staffing manager.
- How good an instructor you are (energetic and enthusiastic staff, who work as part of our team and are committed to ensuring our clients get the best service, will get more work),
- How long you have been with the company and,
- What level of instructor you are (see becoming a Senior Instructor below)

During busy periods an assistant instructor could potentially work 8-14 classes per week.

We hope this document has given you the information needed and you are excited to come on board with Go Ride A Wave. For any further information please get in touch, and if you're keen to come on board please let us know and we can commence you training!