

JOB DESCRIPTION - INSTRUCTOR / SENIOR INSTRUCTOR

The Outward Bound Trust

The Outward Bound Trust partners with schools, colleges, employers and youth groups to teach young people the most important lesson they could ever learn: to believe in themselves. We provide opportunities for young people to seize the moment and empower them to discover and embrace their unique strengths through the power of adventure.

The job (in a nutshell)

Instructors at Outward Bound use both their outdoor qualifications, experience, and their personality and facilitation skills to deliver powerful personal development courses for young people. Instructors play a key role in delivering our mission – helping young people to defy their limitations and realise just what they are capable of.

Who we're looking for

There are two important parts to being an instructor at Outward Bound. As you'll be guiding young people through outdoor adventures, you'll need specific qualifications and experience to ensure this is done safely and effectively. We've outlined these requirements below.

The second is a genuine passion for what we do. We're looking for people with the energy and enthusiasm to inspire young people to develop, alongside a focus on delivering course outcomes. In a typical week, you'll work with around 12 young people from a range of backgrounds on their residential learning journey. You'll instruct, coach, and listen throughout.

When done well, the experiences you help deliver in the mountains, lakes, and seas near our centres can have a lasting impact, supporting young people to build confidence, resilience, and self-belief.

Your skills / qualifications (these are non-negotiable)

You'll have passed an assessment in (at least) two of these NGB qualifications. If you haven't gained all three, we'd expect you to be working towards the third:

1. Summer Mountain Leader Award
2. Rock Climbing Instructor
3. BC Paddlesport Leader Award; or Paddlesport Instructor plus Canoe award; or equivalent previously recognised awards

You'll also need:

- A driving licence (preferably including D1 entitlement)
- A valid First Aid Certificate

Your experience

- Safely delivered outdoor learning courses (for at least 18 months) to groups of young people – including equipment safety checks and supporting emotional wellbeing
- Ability to facilitate personal development programmes, using theoretical models and inputs, and transferring the learning to life outside of the course.
- Demonstrate you can relate to and empathise with young people from a diverse range of backgrounds. With the ability to build relationships, inspire, and communicate effectively, so that their learning outcomes are long lasting and memorable.
- Ability to work unsupervised, be accountable and responsible for the safety of a group and be happy working with guidance from more experienced staff as part of a team.
- Personal interest in outdoor adventure and a commitment to your own personal development.

Salary and Benefits

Salary: £28,912- £36,568

Your starting point on the scale is dependent on your current qualifications & experience (ie. you may start part way up the scale). Progress up the scale is dependent upon the achievement of both formal qualifications and defined indicators of competence.

Benefits:

- Annual Leave of 24 days, plus bank holidays. Annual leave increases by 1 day per year to a maximum of 30 days, plus bank holidays.
- Life Assurance: 3 x salary, covered from start date; includes Employee Assistance Helpline.
- Long-term Disability Insurance: 2/3 salary less state incapacity benefit after 6 months' absence for up to 5 years, covered from start date
- Employee assistance programme: with easy access to medical and mental health support. Ranging from instant GPs appointments to physio or counselling services.
- Personal Accident Insurance while at work or commuting
- Health Cash Plan with Medicash: on application after completion of probation; taxable benefit
- Pension Scheme (currently Standard Life): Auto-enrolment of all staff after 3 months service
- 8 weeks' sick pay at full salary in any 12 months
- Berghaus uniform items provided and the opportunity to purchase Berghaus products at discount
- Staff bursaries: discounted course fees for family members
- Cycle to work scheme

Plus!

- Personal Adventures – Outward Bound has a positive attitude to extended/unpaid leave (forward planning is required)
- Transfers from one centre to another: once you have worked for one year at a centre you are able to submit a request for a transfer

Hours of work

You'll work an average of 40 hours per week, with some weeks involving longer days and overnight expeditions. Any additional hours are recorded and returned as Time Off In Lieu (TOIL), giving you flexibility to take extended time off for your own adventures and recreation time.

You'll also have variation in your working pattern, including time supporting wider programme activities and dual-staffed activity days, which enable bigger adventures.

Alongside your standard two days off each week, many instructors use their TOIL to maximise time for have their own extended adventures and recreation time

Other

Settling-in period

There is a 3-month settling-in period from the employee's start date.

Disclosure check

The post holder will also be required to undertake an enhanced disclosure under the Disclosure and Barring Service, which Outward Bound administrates.