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, listen, and support them to recognise their learning and take it forward into everyday life.

When you're not instructing groups, you'll support the wider operation of the centre, assisting on activities, transporting young people or kit, and helping with the day-to-day tasks that keep the centre and courses running smoothly.

Alongside their instructor responsibilities, senior instructors provide leadership and help maintain high standards across programme delivery and safety.

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.

Other

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

Disclosure check
The post holder will be required to undergo an enhanced Disclosure and Barring Service (DBS) check if working in England or Wales, or a PVG check through Disclosure Scotland if working in Scotland. These checks will be administered by Outward Bound.