



## INSTRUCTOR

**Salary: £23,920 - £32,760 (pay award pending) plus benefits package**

**Starting salary is dependent on qualifications and experience**

**40 hours per week, average**

### **The job (in a nutshell)**

Instructors at Outward Bound use both their outdoor qualifications and experience and their personality and facilitation skills to deliver powerful personal development courses for young people. Instructors are key to delivering the mission of Outward Bound – 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 responsible for guiding young people through outdoor adventures, you'll need some specific qualifications and experience so we know you can do this safely. We've listed these skills below.

The second is being passionate about what we do. We want people with the energy and enthusiasm to inspire young people to develop. And a focus on delivering course outcomes. In a typical week, you'll work with 12 young people from all types of backgrounds on their residential learning journey. You'll instruct, coach and listen. Do this well and the learning experiences you deliver on the mountains, lakes and seas next to our centres will be intensely powerful, bringing lasting change to the lives of the hundreds of young people you'll work with.

### **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 passed all three, we'd also like you to have started 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 to young people and groups – including everything from physical equipment inspections to checking their emotional wellbeing and security.
- Able to facilitate young people and groups through a personal development course, including using theoretical models and inputs and transferring the learning to life outside of the course.
- Demonstrate that you can relate to and empathise with young people from a diverse range of backgrounds. That you're able to build relationships, inspire and communicate with them 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 enjoyment of outdoor adventure and instigating own personal development.

## **Salary and benefits for Instructors and Senior Instructors**

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**Salary:** £23,920 - £32,760 (pay award pending)

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

### **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. At Outward Bound our instructors work with their groups for the duration of their course – and courses often include longer days and overnight expeditions. This means that you'll have to work over 40 hours some weeks. This additional time worked is accumulated and given back as Time Off In Lieu (TOIL). At other times you will work less hours per week, for example, as support on the programme. Many of our instructors use their TOIL to have their own extended adventures and recreation time in addition to the standard two days off a week, when they are not working with a group.

### **Probation period**

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