



GROUP TRAINER

Location: Eskdale, Cumbria

Salary: £20,872 - £31,947, plus benefits

Starting salary is dependent on qualifications & experience

43 hours per week, average

Group Trainer at The Outward Bound Trust

The Outward Bound Trust is an educational charity that helps young people defy their limitations, so they become strong, resilient and curious, ready for the challenges of life. Using learning and adventures in the wild, we partner with schools, colleges, employers and youth groups to teach their young people the most important lesson they could ever learn: to believe in themselves.

Our Eskdale Centre in the western Lake District is a 104 bedded residential centre. We work with young people aged 16-25 years old who are in the early stages of their careers, employed as apprentices or graduates. Our aim is to support them to develop the behaviours that will help them transition into work, progress their careers and add value back into their organisations.

Group Trainers are a key element to our success; using the wilderness environments around our centre, they inspire hundreds of young people, developing their attributes, values and mindsets to equip them with positive work based behaviours. Through sensitive and supportive leadership, our Group Trainers set the standards and expectations for each course. They are responsible for the successful design and delivery of high-quality learning and adventure courses in a safe and supportive manner. They are committed to their own ongoing development, as well as that of the young people in their charge. They report to a Learning and Adventure Manager.

Job description

Course delivery responsibilities

- Deliver to the highest standard to create maximum impact/learning, on a wide variety of early career development courses, whilst ensuring a high level of client satisfaction.
- Throughout course delivery link all areas of learning, safety and rapport, whilst ensuring specific course objectives and context are met.
- Transfer of learning back to the work environment and linking to the course or session aims is a core part of delivery. This is present from the start of each course and is central to Outward Bound's experiential learning model.
- Work towards Course Directing high quality Outward Bound courses. Course Directing is very much a leadership role, linking the learning requirements of the programme through meaningful relationships. Working in partnership with the sales team, clients, mentors and other Group Trainers.
- The ability to proficiently operate within all areas of the learning/training cycle. (Conduct Learning Needs Analysis, design, deliver and evaluate programmes)
- On occasions act as technical support for other Group Trainers when ratios require.
- Some overnight working will be required when undertaking expeditions with groups.

Safety and risk management responsibilities

- Take direct and personal responsibility for the safety of the young people and visiting staff.
- Ensure the physical, emotional safety and security of every member of your group and visiting staff for the duration of their residential.
- Work within the limit of your authorisation to lead specific activities, understand the passing out system and role model this to other staff.
- Follow all of Outward Bound's safety procedures and policies and keep up to date with changes as they occur. Report any issues relating to safety and risk management
- Whilst in your charge, look after and maintain any of Outward Bound's equipment and resources. Report any defects to an appropriate person.

Person specification

Essential

- A working knowledge of combining approaches of coaching; facilitating; instructing.
- Hold or be working towards a learning/training/teaching qualification, L3 NQF or above.
- Have experience of working in the outdoor education, business or education sectors.
- Ability to work unsupervised, be accountable and responsible for the safety of a group.
- Have a passion to develop young people and the ability to relate to and empathise with all types of people.
- Be enthusiastic, energetic and inspiring.
- Be a confident, strong communicator who is articulate in both verbal and written form.
- Drive your own learning with a willingness to develop self.
- Hold a driving licence (preferably including D1 entitlement).
- Have a valid First Aid Certificate.
- Have passed as a minimum, an assessment in two NGB qualifications listed below and completed training in the other, plus have appropriate experience:
 - Summer Mountain Leader Award
 - Rock Climbing Instructor or Single Pitch Award
 - BC Paddlesport Leader Award; or Paddlesport Instructor plus canoe award; or equivalent previously recognised awards

The post holder will also be required to undertake an enhanced disclosure under the Disclosure and Barring Service.

Salary and benefits

Salary: £20,872 - £31,947

Your starting point on the scale is dependent on your current qualifications and experience (i.e. 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:

- 24 days holiday, plus bank holidays. Annual leave increases by one day per year of service 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
- Personal Accident Insurance while at work or commuting
- Health Cash Plan with Medicash: on application after probation; taxable benefit
- Pension Scheme (currently Standard Life): Auto-enrolment after 3 months' service
- 8 weeks' sick pay at full salary in any 12 months
- Berghaus uniform items provided. Also opportunity to purchase Berghaus products at discount.
- Staff bursaries: discounted course fees for family members
- Childcare voucher 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

Our Eskdale centre is located in a rural community. We have some interim staff accommodation available, where staff can rent rooms within shared facilities, whilst searching for suitable places to live within our local communities.

Probation period

There is a 3-month probationary period from your start date.



Outward Bound's values

A belief that we all have undiscovered potential. We aim to create moments when everyone can see and believe in themselves as never before and to translate such moments into lessons for everyday life

A belief in the power and magic of learning through adventure in the wild - as a means of bringing out the best in people.

A deep appreciation of the balance between risk, reward and responsibility. We want people to have intense experiences with real consequences and powerful, positive and memorable outcomes

A spirit of respect and compassion. We aim to stretch people both physically and mentally. In doing so we act with care, concern and generosity towards people and the natural environment.

The Way We Work Together at Outward Bound

The Outward Bound Trust is a charity with employees based from London to Loch Eil doing many different jobs. To be effective we need to trust and value each individual to do their best to achieve our overall aims to develop young people. To achieve this staff across the organisation have developed “The Way We Work Together”. This, we believe, is the way that we should work together. This is the culture that we want all employees – from the CEO to the rawest new recruit – to play their part in developing:

1. We are proud to work for The Outward Bound Trust. It is our responsibility to come to work each day determined to make it even better.
2. We are a small organisation with some very talented and deeply committed staff. Although line-management responsibilities and areas of ultimate responsibility are clear, we aim to be as non-hierarchical as possible. Constructive advice, comment or guidance from anyone to anyone is more than welcome.
3. We trust one another to do the jobs we have been recruited, trained and developed to do. Each of us taking personal responsibility lies at the heart of a great team performance. No-one should need or want to be micro-managed.
4. Everyone can be a leader because everyone is encouraged to use their “process authority” to influence what is happening within The Trust. Giving and receiving feedback, clarifying purpose and outcomes, actively listening, providing constructive suggestions are all examples of process authority and this can be exercised by any one of us at any time.
5. We should all look for ways to praise each other for the many things that we do well. In doing so we also earn the right to confront behaviour or performance which is unacceptable or which saps energy from the organisation.
6. The more effectively we communicate with each other, the better things will be.