



## Person Specification – Outdoor Education Instructor

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	<p>Outdoor Qualification appropriate to post :</p> <p>Swimming Instructor  Assessor Qualification for Duke of Edinburgh Award  Current 2 day First Aid certificate  Current Driving Licence preferably PCV/D1</p> <p>and 3 from the following list:</p> <ul style="list-style-type: none"> <li>○ Summer Mountain Leader</li> <li>○ BEL award</li> <li>○ Single Pitch Award</li> <li>○ Hill and Mountain Leader Award</li> <li>○ BCU Level 3 OC/Sea/Kayak or UKCC Level 2 with 4 star leader and moving water endorsement</li> <li>○ Mountain Biking Level 2 Leader Award</li> <li>○ GNAS Archery Leader Award</li> <li>○ Orienteering Instructor</li> <li>○ Beach lifeguard</li> <li>○ Surf instructor</li> <li>○ Ski course organiser/Alpine Ski leader or higher e.g. BASI level 2 OEAP course</li> </ul>	
2	Able to contribute to and support the development of the curriculum	
3	Experience of integrated working	
4	Significant experience in working with young people with challenging behaviours and delivering adventurous outdoor activities relevant to them	
5	Experience of developing programmes with challenging learning objectives, making adjustments according to student responses/needs as appropriate.	
6	Able to work unsocial hours – evenings, overnight duties and weekends and be able to work flexible hours where necessary	
7	Experience of managing budgets and monitoring service	



	performance	
8	Proven ability to motivate and engage young people	
9	Experience of managing support staff	

### Desirable

10	A Degree in the subject area (or related to the subject area)	
11	EVC Offsite visit CPD outdoor cards or leader courses	
12	Experience of setting up new outdoor activity programmes and initiatives	

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	Yes
Other (specify)	Yes/No	Other (specify)	Yes/No

### Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record