

Recruitment person specification

Post being recruited for: Outdoor Learning & Adventure Education (OL&AE) Instructor (Grade 6) – Bangholm Outdoor Centre.

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Bangholm Outdoor Centre is part of the Outdoor Learning & Adventure Education (OL&AE) Team.

Learners = children and young people of different ages and needs.

Person specification

Category	Essential	Desirable
Experience	Proven experience of delivering a range of safe and quality OL&AE activity to learners within an educational context. Includes overnight experiences. Proven experience of tailoring OL&AE delivery to meet service users' individual needs. Proven experience of delivering an award or accreditation to learners as part of an OL&AE programme or single activity. Proven experience of delivering some bushcraft activity. Specify the type of bushcraft clearly in your application form.	Experience of delivering targeted OL&AE programmes to ASN and / or other targeted learners. Experience of delivering a range of land and water-based OL&AE activity. Experience of delivering one or more of the Duke of Edinburgh (DofE) award sections. Experience in delivering overnight camping expeditions to learners. Experience of being a DofE assessor. Proven experience of delivering a wide range of bushcraft activity. Specify the type of bushcraft clearly in your application form.

Knowledge, skills and understanding	Ability to use OL&AE employer safety framework guidance to deliver safe sessions. Ability to be open-minded and have high expectations for achievement in different contexts. Ability to communicate with learners who have different and significant needs. Ability to be patient with learners and understand their needs. Know how to differentiate OL&AE accordingly. Willingness to undertake and apply training across all core areas to ensure safety, quality and personal career-long professional development. Ability to research OL&AE awards and apply requirements to programme delivery. Includes an ability to use online administration solutions such as eDofE. Ability to communicate effectively with staff and service users to ensure effective service delivery, including programme design, progression and continuous adjustments. Ability to work within school timetables, demonstrating flexibility and good time management. Ability to work outdoors for long periods of the day, throughout the year and remote locations. Ability to work onsite, sometimes in school learning spaces regarding theory work. Ability to work occasional evenings and weekends as required. Ability to travel and work in and around Edinburgh, and across Scotland, often in remote locations. Can use PPE competently to work in these areas, including land and water-based locations, plus working at height. Computer literate with a working knowledge of appropriate software applications, including Microsoft 365.	Proven knowledge, understanding and skills of working with learners with specific targeted needs. Proven knowledge and understanding of delivering DofE Award programmes in accordance with employer and national DofE guidance.
Qualifications and training	A range of 'standard' adventurous activity National Governing Body (NGB) qualifications to directly deliver OL&AE learner programmes (minimum of 3 NGB awards). Specify clearly in your application form.	More than 3 'standard' adventurous activity National Governing Body (NGB) qualifications to directly deliver OL&AE learner programmes. Ideally including paddlesports, hillwalking, cycling and / or climbing. Specify clearly in your application form. At least one higher level NGB Award. Either achieved or in progress. Specify clearly in your application form.

	Non-NGB in-house competency awards and training for a range of OL&AE activity. Specify clearly in your application form.	-
	Single / some named OL&AE award training and / or competency certificates e.g. DofE, John Muir Award or a centre / service specific in-house award. Specify clearly in your application form.	Wide variety of named OL&AE award training and / or competency certificates. Specify clearly in your application form.
	Willingness to undertake ongoing career-long professional learning for personal development and supporting OL&AE Team needs and strategic development priorities.	Qualifications and training for working with children and young people. May include ASN and other targeted learners. Specify clearly in your application form.
	Current first aid certificate.	-
	Driving licence that meets the Council's requirements for driving on Council business, including driving learners to and from destinations, via Council owned and hired vehicles.	Full, clean driving licence with D1. Full, clean driving licence with D1E.

[End of resource]