**Outdoor Activities Instructor - Person Specification**

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| **Selection Criteria** | **Essential**  **(E)**  **Desirable**  **(D)** | **Application Form (A)**  **Interview (I)**  **Reference (R)** |
| **Qualifications**   * 5 GCSEs at Grade C or above or equivalent including Maths and English * Full driving licence with access to own transport * A degree or HND in a sport related subject * A Paddlesports Leader qualification or equivalent * Additional NGB Instructor qualifications in Mountain Biking, Mountain Leaders Award (Summer), * RYA Powerboat Level 2 with coastal endorsement qualification. | E  E  D  E  D  D  D | A  A  A  A  A  A  A |
| **Experience**   * Knowledge and experience of delivering OAA programmes. * Experience of planning and delivering successful activity sessions. * Knowledge and understanding of safeguarding of children and young people. * Knowledge of health and safety within OAA Activities * Experience of working with young people across the primary and secondary age-ranges. * Experience of working with local community clubs and organisations * Experience of towing trailers. | E  E  E  E  E  D  D | A/I/R  A/I/R  I/R  I/R  A/I/R  A/I/R  A |
| **Skills**   * Strong communication skills. * Ability to proactively organise own workload. * Ability to maintain confidentiality and work with discretion and sensitivity. * Ability to work to tight deadlines whilst still maintaining a high quality of work. * Ability to develop good relationships with staff, students and other partners. * Flexibility and ability to work under pressure. * Ability to work on own initiative as well as part of a team. * Good ICT and administration skills. | E  E  E  E  E  E  E  E | A/I/R  I/R  I/R  I/R  I/R  I/R  I/R  A/I/R |
| **Personal Qualities**   * Enthusiasm and a passion for sport and OAA. * Reliability, integrity and flexibility. * Approachable, committed, organised and resourceful. * Creative in problem solving and willing to be flexible to try new approaches. * High personal standards in presentation, communication * Fitness levels that enable you to instruct a wide range of activities in a variety of environments. * Flexibility and adaptability, being prepared to work unsociably hours including at evenings, weekends and school closure periods throughout the year. | E  E  E  E  E  E  E | I/R  I/R  I/R  I/R  I/R  I/R  I/R |