**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.
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| **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.
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| **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.
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| **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.
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