

Person Specification – Outdoor Education Instructor

Skills, Knowledge & Experience Creativity, problem solving skills & interpersonal skills	Essential	Desirable
	Experience of organising and delivering varied outdoor education group work activities for young people	
	A range of relevant instructor's awards	
	Able to work effectively with young people facing challenges in their lives	A level 3 qualification in youth work or related subject
	Experience and understanding of risk assessment and safe working practices	
	Strong understanding of issues relating to vulnerable young people and commitment to supporting them to reach their full potential	Experience of working with vulnerable young people
	Ability to meet deadlines and manage own workload	Experience of data collection, analysis and report writing
	Ability to work flexible hours	Experience of leading or supporting the delivery of accredited youth programmes
	Able to supervise, motivate and inspire groups of and individual young people	
	Ability to relate to and inspire young people	Understanding of local and national youth policy
	Experience of an office environment	Marketing skills able to creatively present information and outcomes
	Full, valid driving licence and the ability to travel around the county for meetings and to deliver outreach sessions. A willingness to drive charity vehicles including minibuses	MIDAS trained and experienced in driving a minibus.

	Good administration skills and ability to produce promotional material	
	Knowledge and experience of successfully dealing with Safeguarding and Health & Safety issues	
	Good written and verbal communication skills	
	Strong interpersonal skills, able to relate to young people & adults	
	Ability to use own initiative and demonstrate perseverance	
	Experience of managing groups and individuals and resilience to deal with emotional and behavioural difficulties presented by young people	
	Well organised, confident and motivated	
	Good negotiating skills	
	Adaptable, flexible and creative	
	Ability to work independently and as part of a team	
Resource Management Assets, finances etc.)	Commitment to maximising available resources to support young people to overcome challenges and progress	

Due to the nature of the work involved, a satisfactory Enhanced DBS check will be required.