

Job Description: Outdoor Learning Lead Instructor

Duration:	Permanent
Salary:	C1, Avon Tyrrell,
Location:	Avon Tyrrell
Reporting to:	Head of Outdoor Learning Delivery
Department:	Outdoor Learning
Key working relationships:	Outdoor Learning team cross directorate collaboration

Purpose of the job

The Lead Instructor plays a vital role in delivering UK Youth's mission to make outdoor learning accessible, inspiring, and impactful for all young people. This role supports the design and delivery of high-quality, inclusive, and safe outdoor learning experiences, while also undertaking duty-instructor responsibilities that involve coordinating daily operations, ensuring smooth programme delivery, and providing guidance and motivation to less experienced staff.

As a key member of the delivery team, the Lead Instructor helps maintain Avon Tyrrell's reputation as a respected and professional outdoor centre, strengthening our position as leaders in outdoor learning and youth work by modelling excellence, supporting continuous improvement, and upholding the organisation's core objectives:

- [Equitable Access to Outdoor Learning](#): Ensuring fair and inclusive access to experiential outdoor learning for all young people, enabling personal development, growth in life skills, and the development of positive lifelong physical literacy.
- [Leadership in Outdoor Learning](#): Strengthening UK Youth as a leading authority on integrated outdoor learning youth work practice.
- [Advocacy in Outdoor Learning](#): Championing and promoting youth participation and engagement initiatives within outdoor learning settings.
- [Excellence at Avon Tyrrell](#): Ensuring Avon Tyrrell is recognised as a top-tier centre for high-quality, impactful outdoor learning programmes and experiences, maintaining best practice and driving continual improvement.

Why work at UK Youth?

UK Youth is a leading charity that exists to ensure all young people are equipped to thrive and empowered to contribute at every stage of their lives. We work with others to ensure that the youth sector is strengthened, supported, and that provision is youth-led, evidence-informed and delivers high-quality outcomes. UK Youth plays a unique role in addressing; the lack of investment in the youth sector, the lack of cross-sector understanding in how youth work makes a difference and the limited opportunities to embed effective solutions. These factors Senior to mass inequality of access to youth services for young people.

We are building a movement of change; galvanising likeminded individuals, organisations, government, and businesses from all sectors, to work together and deliver system change for all young people. Together we will create a society that understands, champions, and delivers effective youth work for all.

Key responsibilities

- Deliver a portfolio of outdoor learning activities, aligned to your training and qualifications, that are adapted to the groups required learning outcomes and demonstrate high standards and best practice.
- Act as a positive role model for instructors and apprentices, providing appropriate guidance and mentorship.
- Contribute to the development of our activity portfolio and deliver internal staff training as required.
- Maintain high standards of health and safety, including supporting equipment maintenance and completing quality assurance checks in line with departmental SOPs and industry standards.
- Maintain the aesthetics, functionality, and safety of all activity bases to ensure they reflect positively on the organisation.
- Support the daily operation of the department when designated and deputise for senior instructors as appropriate.
- Keep up to date with industry developments and maintain your own professional competencies.
- Provide excellent customer care by interacting politely, helpfully, and professionally with all visitors and participants.
- Hold a valid first aid qualification and record all accidents and incidents in accordance with reporting procedures.

Other area of responsibilities

- To support team or charity projects or initiatives that ultimately progress the knowledge, quality, and visibility of the outdoor learning experience we provide to our stakeholders
- To support local community engagement, helping promote and attend community events to build an understanding of the historical value and learning opportunities available.
- Attend and proactively participate in regular performance reviews and charity meetings as required
- To support on-call duties on a rota basis as required
- To act as a positive ambassador for UK Youth and share knowledge and experience of the development of UK Youth and its profile
- Undertake any other duties and reasonable requests that are in keeping with the nature of this post.

Behaviours and expectations

All staff at UK Youth will demonstrate their commitment to our mission to ensure all young people are equipped to thrive and empowered to contribute at every stage of their lives. They will also be able to fulfil the below expectations and behaviours:

- Be committed to safeguarding principles and be willing to put the welfare of children and young people at the forefront of your work.
- An understanding and belief in the inclusion of all staff, partners and young people irrespective of race, gender, sexuality, age, religion, ability, identity, and experience
- Actively promotes and embeds understanding of equity, diversity and an inclusive culture

- Able to effectively communicate with others, incorporate other perspectives and build good rapport with colleagues
- Able to take personal accountability for key work areas and understand individual accountabilities within work areas and make links to evidence to inform decisions

Person Specification: Outdoor Learning Instructor

Experience

Candidates should hold:

- A valid first aid certificate
- BC Coach Award or minimum BC Paddle sport Instructor
- Archery GB instructor
- ERCA Traditional Instructor
- and one of the following
 - A nationally recognised walking/navigation qualification
 - A nationally recognised Mountain Biking qualification
 - A recognised environmental qualification
 - RCI/ CWI + Abseil
- Have previous experience of working in an outdoor centre for a minimum of 18 months
- Experience of delivering high standards of customer care
- A general knowledge of Health and Safety relating to an outdoor learning environment
- A basic understanding of safeguarding and data protection within the context of an Outdoor Learning setting

Knowledge, skills and understanding

- Excellent time and workload management skills with proven experience of meeting deadlines
- Knowledge of the importance of following set SHEF protocols and guidelines and an understanding of legal compliance in relation to a residential outdoor learning setting
- Very good interpersonal, customer care and communication skills
- Empathy with the needs of young people
- ICT skills and an understanding of Microsoft office
- Able to work within well-defined parameters to support the delivery of outdoor learning to our stakeholders

Personal qualities

- Able to build and manage positive relationships with stakeholders at the appropriate level
- Friendly approachable person with good organisational skills, enthusiasm, and energy, willing to undertake any task required of them.
- Self-motivated and capable of working on own and working with others when required.
- Flexible approach to work and be hands on to get the task done and willingness to work inside and outdoors in all weathers
- Recognise and value all aspects of equality, diversity, and inclusion
- Be an excellent role model for staff, children, and young people

This post is subject to an enhanced DBS check and right to work in the UK. Please note, this job description is subject to change. With any significant change, we will ensure this is discussed with you before any final approvals and or commitments.

This job description does not form part of your contract of employment. You may be required by the company to undertake any duties within your skills and capabilities which the company reasonably considers necessary to meet business needs.