

Outdoor Instructor Trainee

Seasonal Fixed-Term Contract (April – September 2027)



Location: St Davids, Pembrokeshire, SA62 6SD

Salary: National Minimum Wage (age dependent)

Why work for TYF?

For nearly 40 years, TYF has been setting the standard for adventure. As the pioneers of coasteering, we've built our reputation on outstanding guiding, uncompromising safety and developing highly skilled instructors.

At TYF, we don't believe great instructors are made by following scripts. We recruit talented people, invest in their development and trust them to use their judgement to create top quality experiences. That trust, supported by excellent training, mentoring and clear operating standards, is what makes working at TYF different.

We're a small team with high standards and a shared passion for the outdoors. You'll work alongside experienced instructors who are generous with their knowledge, and you'll quickly become part of a team that enjoys making the most of life in Pembrokeshire. For many of us, the adventure doesn't end when the working day does.

Working at TYF is an opportunity to broaden your experience, develop new skills and build a long-term career in the outdoor industry. From our comprehensive four-week induction through to ongoing mentoring and professional development, we'll support you every step of the way.

If you take pride in your craft, enjoy working as part of a professional team and are committed to continually developing as an instructor, we'd love to hear from you.

About the Role

As an Outdoor Instructor Trainee, you'll begin your journey towards becoming a professional Outdoor Instructor. Working alongside our experienced team, you'll develop the technical skills, judgement and confidence needed to deliver exceptional adventure experiences while gaining valuable real-world experience every day.

Alongside supporting activities such as coasteering, kayaking, surfing, climbing and paddleboarding, you'll take the lead on many of our team challenges, initiative exercises, problem-solving activities and evening programmes. These sessions are an important part of the TYF experience and give you the opportunity to develop the confidence, group management and facilitation skills that make great instructors.

As your experience and confidence grow, you'll take on increasing responsibility throughout the season, supported by mentoring, training and regular feedback from our instructor team. Many of our current Outdoor Instructors started their careers with us as trainees, and we actively look to develop and retain the right people for future seasons. Some of our trainees have even gained additional qualifications and progressed to delivering activities independently before the end of their first season.

What You'll Gain

- Full-time fixed-term contract (April – September 2027)
- 40 hours per week (annualised hours)
- National Minimum Wage (age dependent)
- Four-week paid induction and training package
- Ongoing mentoring, training and professional development throughout the season
- Access to high-quality equipment across all activities
- Work as part of a small, supportive and highly experienced team
- Uniform and PPE provided
- Discounts with leading outdoor brands

Qualifications & Experience

Essential Qualifications

- One relevant National Governing Body (NGB) qualification, or currently working towards achieving one.
- 16-hour Outdoor First Aid qualification.
- Full UK Driving Licence.

Essential Experience & Skills

- A genuine passion for the outdoors and working with people.
- Excellent communication and interpersonal skills.
- Confidence leading or engaging groups of different ages and backgrounds.
- Enthusiastic, proactive and willing to learn.
- Ability to work as part of a small team.

Desirable

- Experience working with young people.
- Experience delivering games, team challenges or youth activities.
- Customer service or hospitality experience.
- Relevant NGB qualifications.
- Duke of Edinburgh, Scouts, Cadets, outdoor education or similar leadership experience.

Closing Date: 18th October

Interviews: 24th & 25th October

Ready to Join the Team?

We're looking for people with the right attitude, enthusiasm and willingness to learn. If you're excited by the idea of building a career in the outdoors but don't quite meet every point listed above, we'd still encourage you to apply.

Please send your CV and a cover letter telling us a little about yourself, why you'd like to join TYF and what you could bring to the team.

Email: staff@tyf.com

If you'd like to have an informal chat about the role before applying, feel free to get in touch with:

Richard Carpenter

Head of Centre

rich.c@tyf.com