



## GROUP TRAINER

**Location: Eskdale, Cumbria**

**Salary: £25,116 - £34,398 plus benefits**

**Starting salary is dependent on qualifications & experience**

**40 hours per week, average**

### **The job (in a nutshell)**

From our Eskdale Centre in the western Lake District, we work with young people aged 16-25 who are in the early stages of their careers, employed as apprentices or graduates. Our aim is to support them to develop the behaviours that will help them transition into work, progress their careers and add value back into their organisations. Group Trainers are responsible for the successful design and delivery of high-quality learning and adventure programmes in a safe and supportive manner.

### **Who we're looking for**

There are two important parts to being a Group Trainer at Outward Bound. As you'll be responsible for guiding young people through outdoor adventures, you'll need some specific qualifications and experience so we know you can do this safely. These are listed below.

The second is being passionate about what we do. We want people with the ability to inspire young people from all walks of life, developing their attributes, values and mindsets to equip them with positive work based behaviours – and all whilst delivering course outcomes for the client. In a typical week, you'll work with 12 apprentices or graduates on their residential learning journey. You'll instruct, coach and listen. Do this well and the learning experiences you deliver on the mountains, lakes and seas next to our centres will be intensely powerful for the young people you'll work with.

### **Your skills / qualifications**

You'll have passed an assessment in (at least) two of these NGB qualifications. If you haven't passed all three, we'd also like you to have started the third:

1. Summer Mountain Leader Award
2. Rock Climbing Instructor
3. BC Paddlesport Leader Award; or Paddlesport Instructor plus Canoe award; or equivalent previously recognised awards

You'll also need:

- A driving licence (preferably including D1 entitlement)
- A valid First Aid Certificate

### **Your experience**

- A working knowledge of combining approaches of coaching; facilitating; instructing.
- Hold or be working towards a learning/training/teaching qualification, L3 NQF or above.
- Have experience of working in the outdoor education, business or education sectors.
- Ability to work unsupervised, be accountable and responsible for the safety of a group.
- Have a passion to develop young people.
- Be a confident, strong communicator who is articulate in both verbal and written form.
- Drive your own learning with a willingness to develop self.



## **Salary and benefits**

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Salary: £25,116 - £34,398, plus benefits.

Your starting point on the scale is dependent on your current qualifications and experience (i.e. you may start part way up the scale). Progress up the scale is dependent upon the achievement of both formal qualifications and defined indicators of competence.

Benefits:

- 24 days holiday, plus bank holidays. Annual leave increases by one day per year of service to a maximum of 30 days, plus bank holidays.
- Life Assurance: 3 x salary, covered from start date; includes Employee Assistance Helpline.
- Long-term Disability Insurance: 2/3 salary less state incapacity benefit after 6 months' absence for up to 5 years, covered from start date
- Personal Accident Insurance while at work or commuting
- Health Cash Plan with Medicash: on application after probation; taxable benefit
- Pension Scheme (currently Standard Life): Auto-enrolment after 3 months' service
- 8 weeks' sick pay at full salary in any 12 months
- Berghaus uniform items provided. Also opportunity to purchase Berghaus products at discount.
- Staff bursaries: discounted course fees for family members

Plus

- Personal Adventures – Outward Bound has a positive attitude to extended/unpaid leave (forward planning is required)
- Transfers from one centre to another: once you have worked for one year at a centre you are able to submit a request for a transfer

Our Eskdale centre is located in a rural community. We have some interim staff accommodation available, where staff can rent rooms within shared facilities, whilst searching for suitable places to live within our local communities.

### **Probation period**

There is a 3-month probationary period from your start date.

The post holder will also be required to undertake a disclosure check.