



GORDONSTOUN

Broader experiences, broader minds.

OUTDOOR AND ADVENTURE LEARNING – ADVANCED INSTRUCTOR

Reports to: Outdoor & Adventure Learning Coordinator

Job Purpose: Gordonstoun has been leading the way in student development for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you. As part of our core curriculum Outdoor and Adventure Learning Instructors manage and deliver a comprehensive range of outdoor and adventure learning experiences, sessions and activities.

Responsibilities of all members of staff:

- Comply with Gordonstoun's policies and procedures on Child Protection and Health and Safety.
- Contribute in a positive way to the ethos of the school in line with Gordonstoun's values: Safe; Positive; Improving.
- Carry out any other task as required from time to time in order to support the School.

Key Responsibilities

- Inspire students by providing a comprehensive, inspiring and educational range of outdoor and adventure learning sessions, programmes and expeditions in both the senior and prep schools.
- Support the outdoor and adventure learning department to achieve outstanding outcomes with students in a safe manner
- Assist and aid in the development of students including those who may require additional support or those already with advanced skills.
- Lead day, evening and weekend activities as required, including working on multi day wilderness expeditions.
- Manage the regular administration and maintenance of outdoor and adventure learning equipment.
- Assist in all aspects of the administration of the outdoor education and learning department.
- Assist The Head of Department and other Instructors in ensuring all activities are run in accordance with the relevant risk assessment and safety management procedures.

Students

- Establish appropriate and high levels of expectations of students by setting out clear guidelines for high standards of engagement, achievement and behaviour.
- Contribute to the relevant department procedures for the monitoring and recording of student progress.
- Adhere to the school's assessment, reporting and recording framework and to ensure that the agreed policy of the relevant department is followed by members of the team.

Whole School Responsibilities

- Contribute positively to the ethos of the school in line with Gordonstoun's values
- To further the tone and purpose of the School by example.
- To foster and support activities in the interests of the school community.

Community Responsibilities

- Ensure effective dialogue and communication with parents in accordance with school policies.
- Write high quality reports on individual students on their progress in accordance with the school reporting policies and timetables.
- Support promotional outdoor and adventure learning events.
- Develop relationships with the local community and in the wider world helping to promote Gordonstoun. Staff and students are considered ambassadors for the School during trips and expeditions.

Safeguarding children

- The post holder has a responsibility for promoting and safeguarding the welfare of children and young people. This includes children that they are responsible for and come in contact with.
- The post holder must adhere to and ensure compliance with the school's Child Protection Policy and Procedures at all times.

PERSON SPECIFICATION

Post	Outdoor & Adventure Learning – Advanced Instructor		
Department	Outdoor & Adventure Learning Department		
Date Specification Completed	28.11.2025		
Prepared By:	Ibrahim Park		
Attributes	Essential	Desirable	Assessment Method
Work Experience	<p>A wide range of experience delivering outdoor and adventure learning activities in an educational establishment, outdoor education centre or outdoor and adventure learning organisation.</p>	<p>Experience of working in a variety of outdoor and adventure and learning settings.</p> <p>Experience of team, programme and equipment management.</p> <p>Experience of working in education, specifically with children aged 5-18, and on wilderness expeditions.</p>	Application form and interview
Qualifications	<p>MT Mountain Leader Award (Summer) MT Rock Climbing Instructor Paddle UK Coach Award (canoe,kayak,sea) BC Trail Leader Award</p> <p>Additional qualification(s) and/or awards in at least one other activity. Activities could include Coasteering, Canyoning, Surfing, Skiing, Sailing.</p> <p>Current Relevant First Aid Qualification Full Clean Driving Licence</p>	<p>MT WML MT MCI BC Mountain Bike Leader BC Night Leader Award</p> <p>DofE Accreditation Other coaching and leadership awards relevant to outdoor and adventure learning activities.</p> <p>Full clean driving licence with D1, D1+ E.</p>	Application form
Education		A degree in Outdoor Education or	Application form

		related subject.	
Skills/Abilities General	<p>Developed interpersonal skills.</p> <p>Efficient IT and multimedia skills.</p> <p>Motivated and enthusiastic.</p> <p>Experience of successful team working and be committed to a team-based approach.</p> <p>Exceptional organisational and planning skills.</p> <p>Excellent timekeeping and attendance records.</p> <p>Ability to prepare and deliver session and activity plans/activities that meet curricular requirements.</p>	<p>Developed administrative ability and skills including the efficient use of Microsoft Word, Teams and other IT systems.</p> <p>Technical knowledge and understanding of equipment for a variety of outdoor activities.</p> <p>The skills to deal with basic equipment maintenance and technological problems.</p>	Application form and interview
Personal Qualities	<p>Conscientious and diligent, with excellent attention to detail.</p> <p>Enthusiastic, diplomatic and calm under pressure.</p> <p>A proven track record of strong working relationships with students, colleagues and customers.</p> <p>A positive and proactive attitude to manage a high volume of work.</p> <p>Flexible, with a can-do attitude.</p> <p>Someone who creates a positive and cooperative working environment.</p> <p>A commitment to Gordonstoun's unique educational ethos.</p> <p>A commitment to doing the best for students from diverse cultural backgrounds.</p>	<p>The ability to use a range of coaching approaches and techniques to ensure all students have the same opportunities to engage, develop and progress.</p>	Application form and interview
Health & physical attributes	Be in suitable state of health, fitness and wellbeing that allows for the safe and successful fulfilment of the role. Being able to	A well-developed level of personal skill and competency in a number of activities. Being active in outdoor	Application form and interview

	cope easily with multiple, back to back physically active days.	sports. Performs at a high level in a specific discipline or sport.	
Safeguarding	<p>Suitable to work with children.</p> <p>A full PVG check will be completed on the successful candidate.</p> <p>An in-depth, working knowledge and understanding of safeguarding & child protection issues relevant to the post.</p>	<p>PVG scheme member.</p> <p>Experience of working with children and young people.</p>	<p>Application form and interview References</p> <p>PVG check</p>