

Post Title	Sessional Instructor
Division	Sport and Active Communities
Section	Adventure Aberdeen
Location	Kingswells

* Candidate's suitability will be measured by assessment in the following ways:

A – Application: **I** – Interview: **R** – References: **X** - Interview Exercise(s)

		Essential	Desirable	Assessment
Experience				
1	Delivering outdoor activity programmes for a range of customer groups, including young people with specific support needs	X		A I R
2	Driving with trailers	X		A I R
3	Mini-bus driving (17-seater with trailers/attachments)	X		A I R
Knowledge				
4	Thorough knowledge of policies, SOPs, etc. relating to the delivery of outdoor adventure programmes	X		A I R
Skills and Abilities				
5	Able to demonstrate a range of leadership techniques and strategies, particularly for working with young people	X		A I R
6	Highly organised with the ability to respond/adapt positively and maturely to changing priorities and situations	X		A I R
7	Positive attitude to delivering a high level of customer care	X		A I R
8	Proven ability to develop and maintain highly effective relationships with customer groups and colleagues	X		A I R
9	Able to prioritise tasks and work on own initiative	X		A I R
10	Works with minimum supervision and work direction	X		A I R
11	Experienced driver able to drive 17-seater minibuses with trailers and attachments (D1)	X		A I R
Attributes				
12	First-class communication skills in all formats	X		I R
13	Ability to adapt communication style to different customer groups and individuals	X		I R

14	Well-developed team working skills	X	I R
15	Enthusiastic and highly motivated with the ability to motivate others	X	I
16	Possesses personal motivation and demonstrate strong commitment to outdoor education and learning	X	I
17	Confident and able to deal appropriately with a range of audiences	X	I
Qualifications and Training			
18	Relevant Outdoor Adventure qualifications/certification to lead adventurous activities	X	A
19	Clean, current UK driving licence (with D1)	X	A
20	Driving with trailer qualification	X	A
21	PVG membership for Regulated Work with Children and/or Protected Adults or willingness to obtain prior to formal offer of employment being made	X	A
22	3-day First Aid qualification	X	A
23	Continuous personal development	X	A
Other			

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