

## HEAD OF LEARNING & ADVENTURE

**Salary: £33,623 – £38,947**

**Starting salary dependent on qualifications and experience.**

**40 hours per week.**

**Location: Outward Bound Loch Eil**

The Outward Bound Trust is an educational charity providing adventure-based, outdoor learning for young people from six centres across the UK.

### The purpose of the job

---

Reporting to the Head of Centre you'll be responsible for delivery of safe, impactful learning and adventure, that is aligned with the direction of The Outward Bound Trust.

The role will involve leadership and coaching for line reports, formal and informal performance management, and development of learning and adventure related projects.

You'll be part of the small Centre Leadership Team. This team contributes towards the overall strategic and operational performance of the centre.

Above all you'll play a significant role in upholding the values and highest standards of learning and adventure at Outward Bound. You will enable, sometimes drive and always lead work that achieves the best possible Outward Bound experience for all young people.

### Job description

---

#### Responsibilities

##### Field based/ Safety/ Technical

- Developing field based coaching relationships with Learning & Adventure Managers and instructors that inspire rising standards based on personal currency and competency.
- Organise and deliver staff training.
- Outward Bound course delivery.
- Promote and share best practice while being a role model to staff as a current, personal/professional outdoor practitioner and educator.
- Operate as a Technical Advisor based on previous experience and higher level qualifications required for this role.
- Contribute to the development of Trust wide policy on risk management and safeguarding.
- Inform deployment of instructors including staff 'safe' role and 'safety lead' responsibilities and play an active role in the daily safety management rota.
- Contribute to the delivery and development of 'What it Means to be Outward Bound'.
- Ensure meaningful, contextualised learning take place on all Outward Bound courses.

### **Line management and leadership**

- Working with all centre staff in developing learning and adventure that is aligned with Outward Bound's charitable mission.
- Line and talent managing Learning and Adventure Managers and a small instructor group.
- Overall leadership and responsibility for instructional staff (supported by Head of Centre).
- Deputise for the Head of Centre as required.
- Contribute towards effective cross function working, within the centre and the wider Outward Bound team.
- Managing and leading a healthy culture of 'challenge and support' that enables staff to deliver Outward Bound 'authentic' adventure and impactful learning.
- Act as one of the centres nominated Safeguarding Leads.

### **Impact related work**

- Working with key stakeholders in leading projects that increase the impact of learning and adventure on courses for young people.
- Maintaining focus on developments that are central to the needs of young people at the expense of peripheral or distracting low impact agendas.
- Demonstrate understanding of the Outward Bound learning process and an ability to develop themes; eg understanding context, developing rapport and individualised learning.
- Ensuring a healthy balance exists between development of learning and adventure – in the context of young people's experience, instructor development and the centre's expression of these areas overall.

### **Person specification**

---

#### **Essential**

- Values that are aligned with Outward Bound's core values and Ways of Working.
- A mindset to change and adapt, thinking creatively to keep Outward Bound moving forwards and fit for future generations.
- Tried and tested ability to develop new learning and adventure opportunities our courses.
- Genuine motivation and ability to work in the field, alongside understanding of the value of personal as well as professional adventures.
- Track record in delivering adventure, learning and environmental work to young people.
- Strong risk management awareness - ability to assess risks as and before they arise.
- Confident in challenging unsafe or outdated practice in learning and adventure.
- Ability to make difficult decisions at short or long notice.
- Proven ability to lead, manage and coach senior staff.
- Deliver 'robust' HR management that is fair and reasonable.
- Mindset to work collaboratively with leadership team colleagues.
- A wide range of relevant higher level adventure, learning and environment based qualifications along with a desire to undertake regular CPD.
- A front line field work approach to management and leadership not an attitude to work in a back office.

### **Desirable**

- Commercial awareness and ability to understand wider areas of work that influence learning and adventure such as legal, budgets and wider policy.
- The ability to sit on Outward Bound wide or external groups to form strategic direction or form opinion.

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

### **Salary and benefits**

---

Salary of £33,623 – £38,947p.a. (dependent on relevant experience) for a 40 hour week.

#### **Benefits:**

- Annual Leave of 24 days, plus bank holidays. Annual leave increases by 1 day per year 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
- Employee assistance programme: with easy access to medical and mental health support. Ranging from instant GPs appointments to physio or counselling services.
- Personal Accident Insurance while at work or commuting
- Healthcare Cash Plan (currently Medicash): on application after completion of probation; taxable benefit
- Pension Scheme (currently Standard Life): Auto-enrolment of all staff after 3 months service
- 8 weeks' sick pay at full salary in any 12 months
- Berghaus uniform items provided and the opportunity to purchase Berghaus products at discount
- Staff bursaries: discounted course fees for family members
- Childcare voucher scheme

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