X Adventure Activities Ltd – Outdoor Activity Instructor

Organisation Number: 9329
Listing Category: Instructor / Practitioner
Closing Date: Friday 11th December 2026 at 11:00am

£24,570 per annum (pro rata) – For staff over 21 (£13.50 per hour)
£20,511.40 per annum (pro rata) – For staff aged 18 – 20 (£11.27 per hour)

Usually 35 hrs per week (but this can vary during the busy summer)

Includes training (In house and NGB qualifications)

Fixed term seasonal post – 15th March – 1st October 2027 (with a possible winter extension based on performance and bookings)

Onsite lodge shared accommodation available for £80 pw

X Adventure Activities Development Centre, Dog Lane, Horsford, Norwich, Norfolk, NR10 3DH

Do you enjoy the outdoors, love adventure and have a passion for helping young people develop confidence, resilience and life skills.

If so, we would love to hear from you.

We are looking for enthusiastic Outdoor activity instructors who are passionate about the outdoors, you will be a skilled communicator, able to adapt your style to a variety of customers and be completely committed to using the outdoors to develop, re-focus and inspire people of all ages.

At X Adventure you will work with people from many social backgrounds, from Colleges, schools, adults and families. You will deliver fun, engaging sessions, multi activity days or weeklong programmes which may be centre based or expedition based. Some of our work is focused on personal and team development; where we build confidence, motivation and core life skills for individuals that need to make a positive change in their lives.

We're looking for enthusiastic, reliable team players who are confident to work independently with small groups and on a one to one basis.

Applicants should be aged 18 or over, and would preferably hold one or more NGB qualifications in either paddle sports, roped activities, archery, walking or mountaineering.

Experience of delivering team dynamics, DofE, bushcraft, raft building and wilderness trails would be highly desirable; as is experience working on developmental programmes with young people with additional needs.

However; it is important to us that we have the right person in post, so if you are passionate about the role but don't have the qualification requirements please apply and we can provide you with the training. For us, your personality is what we want to invest in.

An enhanced DBS clearance is required before commencement of any employment.

Working hours will be flexible; including work at evenings and weekends.

The work will predominately be located at our development centre in Horsford, Norwich, Norfolk; however, there are also expeditions and groups that are located throughout the UK, including Scotland, the Peaks, North Wales and the Brecon Beacons.

Application closing date: Friday 11th December 2026 at 11:00am

Initial online interview date: Either Tuesday 15th or Thursday 17th December 2026

Face to face practical assessment interview: Friday 8th January 2027

Employment start date: Monday 15th March 2027

To apply please email Claire for details and an application form:

claire@xadventureactivities.co.uk