Outdoor Alternative Education Tutor

Person Specification 2027

Our outdoor centre is dedicated to providing high quality, memorable learning experiences that inspire confidence, teamwork and a lifelong appreciation for the outdoors.

We blend adrenaline with empathy, energy with education and action with purpose.

As part of our educational team, the Outdoor alternative education tutor will demonstrate a genuine commitment to helping young people overcome barriers to learning, develop essential life skills and achieve positive outcomes through outdoor education and meaningful relationships.

Using the outdoors as a practical and engaging learning environment, the tutor will encourage participation, personal responsibility, teamwork and positive behaviour.

The role requires an individual who is patient, adaptable, resilient and committed to helping every young person recognise their strengths, overcome challenges and develop the skills necessary to progress in education, employment and everyday life.

Qualifications and Training

Essential

- GCSEs in English and Maths, or equivalent functional skills qualifications.
- Appropriate safeguarding knowledge and a willingness to undertake required training.
- A recognised qualification or proven experience in education, teaching, youth work, mentoring, coaching or a related field.
- Hold at least one of the following qualifications:

  Archery GB Instructor Award
  ERCA
  SPA (RCI), NCWA (CWI), or other relevant ropes-based qualification
  A walking qualification, such as BEL/ ML/ WGL/ LL
  Level 2 Bushcraft Award or equivalent
  Paddlesports qualifications

- Willingness to undertake relevant outdoor activity training, first aid and professional development training.

Desirable

- Outdoor activity instructor qualifications.
- Outdoor first aid qualification.
- Training or qualifications relating to SEND, behaviour management or trauma-informed practice.

Experience

Essential

- Experience working with young people in an educational, youth work, coaching, mentoring, outdoor education or similar setting.
- Experience building positive relationships with young people from a range of backgrounds.
- Experience supporting young people to develop confidence, communication, teamwork and positive behaviour.
- Experience adapting approaches to meet individual needs and abilities.
- Experience delivering outdoor learning, adventure activities or practical, experiential education.

Desirable

- Experience working with young people who are disengaged from mainstream education.
- Experience supporting young people with special educational needs and disabilities (SEND), social, emotional and mental health needs, or challenging behaviour.
- Experience working collaboratively with schools, parents, carers or other professionals.

Knowledge and Understanding

Essential

- Understanding of safeguarding responsibilities and the importance of maintaining professional boundaries.
- Understanding of the challenges faced by young people who struggle to engage with mainstream education.
- Awareness of positive behaviour management and effective relationship-building strategies.
- Understanding of the importance of health and safety, risk assessment and safe working practices.
- Knowledge of how outdoor activities can support personal development, wellbeing and learning.
- An understanding that the role isn't a 09:00 – 17:00 and to be flexible to sessions and programmes running over.

Desirable

- Understanding of trauma-informed practice and the impact of adverse childhood experiences.
- Knowledge of SEND and strategies for supporting diverse learning needs.
- Understanding of alternative provision and the role of education in improving life chances.

- Awareness of environmental education, conservation and responsible outdoor practice.

Skills and Abilities

Essential

- Ability to build trusting, respectful and professional relationships with young people.
- Excellent communication and listening skills.
- Ability to remain calm, patient and consistent when managing difficult situations.
- Ability to motivate and engage young people who may be reluctant to participate.
- Ability to plan and deliver structured, engaging and purposeful learning activities.
- Ability to adapt sessions to meet individual learning needs and abilities.
- Ability to recognise potential safeguarding concerns and follow reporting procedures.
- Ability to assess risks, follow safety procedures and promote safe participation.
- Good organisational skills, including maintaining accurate records and monitoring progress.
- Ability to work independently and as part of a wider team.
- The ability to receive constructive feedback from colleagues, line managers and visiting staff and actively make change.

Desirable

- Ability to deliver or assist with a range of outdoor adventure activities.
- Ability to use practical challenges to develop problem-solving, resilience and teamwork.
- Ability to evaluate learning outcomes and identify areas for improvement.

Personal Qualities

Essential

- Patient, approachable and empathetic.
- Positive, enthusiastic and proactive.
- Resilient and able to manage challenging situations professionally.
- Reliable, responsible and committed to the welfare of young people.
- Flexible and adaptable to changing circumstances.
- Non-judgemental, inclusive and respectful of individual differences.
- Confident in setting appropriate boundaries and maintaining consistent expectations.
- Passionate about outdoor learning and helping young people reach their potential.
- Committed to equality, diversity and inclusion.
- Willing to work outdoors in varying weather conditions.
- Honest and having strong moral principles.
- Enjoys and embraces the spirit of adventure.

Safeguarding and Other Requirements

- Satisfactory pre-employment checks, including an appropriate enhanced DBS check where eligible and legally applicable.
- Commitment to safeguarding and promoting the welfare of children and young people.

- Commitment to following organisational safeguarding, health and safety, and behaviour policies.
- Willingness to undertake ongoing training and professional development.
- Ability to work flexibly to meet the needs of the provision.
- A level of fitness commensurate with the demands of the job with an ability to undertake the physical aspects of the role.
- Has a driving licence and the ability to transport oneself to various venues and activity sites.
- A commitment to promoting environmental awareness.

The successful candidate will demonstrate a genuine commitment to helping young people overcome barriers to learning, develop essential life skills and achieve positive outcomes through outdoor education and meaningful relationships.

1. **Relationship-building:** The ability to connect with young people who may have lost trust in education or authority figures.
2. **Emotional resilience:** The ability to remain calm, consistent and supportive when young people struggle with behaviour, frustration or emotional regulation.
3. **Using the outdoors as a learning environment:** Understanding that adventure activities are not simply recreational; they can be used purposefully to develop confidence, responsibility, communication and transferable life skills.

These qualities may be more important than holding extensive outdoor instructor qualifications, provided the successful candidate has the appropriate competence, training and supervision for the activities they deliver.