



GORDONSTOUN

Broader experiences, broader minds

Outdoor Education & Learning Instructor

Gordonstoun has been leading the way in character education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, on the sea and on the mountain, on the stage and on the sports field, and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you. Situated on the stunning Moray Firth, with its sunny microclimate, the school offers a superb quality of life for staff and their families

The School

Gordonstoun is located in an impressive and attractive 150 acre estate in the temperate climate of Moray. It is six miles from Elgin which has a British Rail main-line station. Inverness or Aberdeen, to which there are regular flights from most UK airports, are within one and two hours respectively, and there is straightforward access on good roads to Edinburgh, Glasgow and the rest of Scotland.

The Senior School has almost 500 students aged 13 to 18, most of whom are full boarders. The School has been fully co-educational for thirty seven years. The Junior School is situated on the same campus, has over 100 pupils aged 6 -13. Each year approximately 60 students join at Year 9 (13 plus) and 60 come into the Sixth Form. Approximately a third of the students are resident in Scotland, a third in other parts of the United Kingdom and a third in other parts of the world, reflecting our international ethos.

The School is also known for the wide range of activities, which it provides for its' students throughout the School. It has first-class facilities for these activities which include all the usual subjects and sports as well as outdoor education, expeditions and seamanship and a wide variety of rescue and community services. The creative life of the School as a whole, including Music, Art, Drama and Dance, is vibrant, well-developed and central to both the life and ethos of Gordonstoun. The School has significant and advanced facilities in Information Technology. There are many opportunities to contribute beyond the classroom and involvement in school life in the broadest sense is expected from all members of staff. The successful applicant will have skills and ideally qualifications to contribute to the broader curriculum.

Gordonstoun staff come from a variety of backgrounds and are united in their belief in the holistic ethos of the School. There is a real community amongst the staff and Morayshire is a delightful place to live. Staff are deeply committed; holidays are long - four months in the year - but during term staff work throughout the week and there is often weekend commitments. The variety and range of activities, coupled with a real commitment to work and the involvement of all staff in pastoral care, as tutors in a boarding house, reflect the School's family environment and its aim to educate the whole person.

Outline

Gordonstoun is seeking a dynamic, enthusiastic and innovative Outdoor Education & Learning Instructor to join this exceptional department from January 2018. The post holder will be expected to play a leading role in the provision and development of a variety of outdoor education & learning activities. The role would suit someone who is a minimum of 21 years, can work independently, has excellent communication skills and has the ability to inspire our students. It is a permanent post with a 3 month probationary period.

Outdoor Education & Learning at Gordonstoun

Gordonstoun's outdoor education and learning programmes of expeditions and adventure activities aim to provide experiences that encourage greater personal understanding and development within individual students. The programmes and sessions look to instil effective learning habits that develop confidence, resilience, tenacity and creativity into the core of all students.

The vast range of high quality learning experiences on offer provide students with the opportunity to grow, develop and be challenged. This occurs in an atmosphere which is empowering, supportive and usually, immensely fun. Gordonstoun is distinctive in ensuring that all students participate in a variety of outdoor learning experiences throughout their time in the School.

The School's fantastic location means that Gordonstoun can provide students with a structured and inspiring programme of mountain, river and sea-based wilderness expeditions. Gordonstoun uses a variety of beautiful and remote settings for these expeditions and journeys.

Main Activities of the Outdoor Education & Learning Instructor

Outdoor Education & Learning Instructor Role & Responsibilities:

- The delivery of a comprehensive, inspiring and educational range of outdoor education and learning sessions, programmes and expeditions.
- Assist in all aspects of the administration of the outdoor education and learning department.
- Managing the day to day operations of the equipment store and the regular administration and maintenance of outdoor education equipment.
- Build good relationships with all students.
- Able to develop the skills of learners to equip them for the 21st century.
- To assess and write reports on individual student progress and performance, in accordance with the school reporting policies and timetables.
- To be well informed on developments in outdoor education and learning theory and practice.
- To ensure that appropriate differentiation within sessions is facilitated to meet the needs of all levels of pupil ability.
- To employ dynamic and creative teaching and learning styles which stimulate interest and involvement in learning.
- To keep up to date with developments in outdoor education and learning practice through continued personal development.
- Be an exemplary instructor, demonstrating excellent educator skills and to be a practitioner of good practice standards.
- To provide inspiration to students.
- To promote cross curricular co-operation.

Whole School Responsibilities:

- To further the tone and purpose of the School by example.
- To foster and support activities in the interests of the school community.
- To be a member of school committees and working parties as appropriate.

Promoting Gordonstoun

- To ensure effective dialogue with parents in accordance with school policies.
- The post holder may be asked to help with promotional outdoor education and learning events.
- Outdoor education and learning activities play a unique role in helping to promote Gordonstoun to the wider world and as such, staff 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.

Conditions:

Salary will be on a scale starting at £16K. All meals are provided in term time as well as the possibility of reduced cost, single occupancy accommodation. For further information and details of how to apply, please visit the employment section of the Gordonstoun website www.gordonstoun.org.uk
Closing date for applications: Wednesday 25 October 2017.

These notes are for general information only and the appointment will be subject to signature of formal conditions of employment. Candidates wishing to be considered for this post should complete the school's application form and submit a letter of application outlining why they feel they are suitable candidates for this post to the Headmaster or email to recruitment@gordonstoun.org.uk

The closing date for applications is 25 October 2017

Interviews will take place w/c 06 or 13 November 2017

Person Specification:

Attributes	Essential	Desirable	Assessment Method
Work Experience	Experience of delivering outdoor and adventurous activities in an educational establishment, outdoor education centre or outdoor education organisation.	Experience of working in a variety of outdoor education and learning settings. At least 2 years of relevant work experience.	Application form and interview
Education/Qualification	<p>Mountain Training Mountain Leader Award, a current First Aid Qualification and a minimum of two further leadership, instructional or coaching awards from the following:</p> <ul style="list-style-type: none"> • British Canoeing UKCC Level 2 Coach • British Canoeing Moderate Water Leadership Awards (formerly 4*) in Sea, White Water, Canoe or Surf. • Mountain Training SPA/CWA • Mountain Training Winter Mountain Leader • British Cycling MTB Leadership Award Level 2/3 or MBLA TCL/MBL • BASI Level 2 Ski Instructor or Snowboard Instructor • ISA/SGB Level 1 Surf Coach Award • RYA Senior Instructor • RYA Dingy Instructor 	<p>Moderate Water Leadership Award (formerly 4*) in at least one discipline. A degree in Outdoor Education or related subject. DofE Accreditation Higher Level National Governing Body Awards. Other qualifications or training relevant to the outdoors and outdoor industry. Full clean driving licence with D1, D1E. Experience of driving minibuses .Evidence of continuing professional development.</p>	Application form
Skills/Abilities General	<p>Good interpersonal skills Motivated and enthusiastic Ability and willingness to learn Willingness to contribute to the schools ethos and educational philosophy. Have experience of successful team working and be committed to a team based approach. Exceptional organisational and planning skills with excellent timekeeping and attendance Excellent communication skills, both verbal and written.</p>		Application form and interview

	Ability to manage the day to day operations of the equipment store and the regular administration and maintenance of outdoor education equipment. Good administration ability including the efficient use of Word, Excel, PowerPoint, Internet and Email.		
Skills/abilities specific to post	Ability to produce and prepare lesson plans, resources, schemes of work and activities that meet curricular requirements.	Technical knowledge and understanding of equipment for a variety of outdoor activities. Have the skills to deal with basic equipment maintenance and technological problems.	
Inter-personal & social skills	Highly refined communication skills. Ability to communicate and interact professionally with all students and staff.	The ability to use a range of coaching approaches to ensure all students have the same opportunities to develop and progress.	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 roles of the jobs. Being able to cope easily with multiple, back to back and fairly long days in the mountains.	A well-developed level of personal skill and competency in a number of activities. Being active in outdoor sports. Performs at a high level in a specific discipline or sport.	Application form and interview
Safeguarding	An in-depth, working knowledge and understanding of Safeguarding & child protection issues relevant to the post.		Application form and interview
Personal Details	Ability to work effectively and efficiently as an individual and as a member of a team. Good self-organisation. Motivated and enthusiastic. High level of social competence to engage with both internal and external partners. The flexibility to work evenings, weekends and perform overnight duties (as appropriate).		Application form and interview