

**PERSON SPECIFICATION for
Outdoor Activity Instructor**

CATEGORY	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
<u>Qualifications</u>	<ul style="list-style-type: none"> - Relevant qualifications in a range of outdoor activities - Right to work in UK 	<ul style="list-style-type: none"> - Driving licence - First Aid qualification - Forest School 	<ul style="list-style-type: none"> - Application Form - Certificates - Interview
<u>Knowledge</u>	<ul style="list-style-type: none"> - Delivering outdoor activities to a broad range and ability of young people - Dealing with challenging behaviour - Safeguarding and Child Protection procedures 	<ul style="list-style-type: none"> - Delivery of Duke of Edinburgh Award 	<ul style="list-style-type: none"> - Application Form - Interview - References
<u>Skills</u>	<ul style="list-style-type: none"> - Good verbal and listening skills - Ability to work as a team member - Able to use own initiative - Able to work under guidance - Able to work in challenging circumstances - Organisational, planning and evaluative skills 		<ul style="list-style-type: none"> - Application Form - Interview - References - In house testing / work sample tasks
<u>Experience</u>	<ul style="list-style-type: none"> - Working with children and YP with ASD and/ or LD 	<ul style="list-style-type: none"> - Working in a multi-disciplinary environment 	<ul style="list-style-type: none"> - Application Form - Interview - References
<u>Personal Qualities</u>	<ul style="list-style-type: none"> - Tolerance and patience - Excellent value base - Flexible approach to work tasks - Resilient and able to work with challenging behaviours - A natural respect of the individuality and dignity of those in our care - An ability to engage with and enthuse children and young adults - Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and those in our care. 	<ul style="list-style-type: none"> - Able to travel to work locations which may be remote - Good sense of humour 	<ul style="list-style-type: none"> - Application Form - Interview - References - Work sample tasks / tests