

Trainee Instructor Internship Scheme

Client Base

Our client base is very diverse. Our main courses are 4/5/6-day outdoor education course for secondary school pupils. Other clients include primary GCSE PE students, A level students, SEN pupils, Summer ML, D of E, youth at risk and adult's courses. The centre prides its self on the delivery of adventurous outdoor activities to its clients such as: sea level traversing, gorge scrambling, sea kayaking, mine exploration, mountain scrambling and river kayaking. Very few of our activities are run on site and a large percentage of our activities are full day activities.

What the Scheme will offer

The main and key difference to our scheme compared to most other trainee schemes within in the UK, is that once your qualified and signed off, you will (subject to gaining your mini bus driving licence PSV) take charge of your own group (with no other blue peris staff or freelance instructor assisting you) and lead them on a range of off site activities, such as rock climbing, mountain walking, gorge scramble, canoe, raft building, orienteering and abseiling. When doing so you will be paid by the hour. This is why our scheme takes the structure as outlined.

This will then put you in the ideal position to move on from our scheme into instructing roles within other centres due to the experience and opportunities you will have been given. Examples of previous trainees; some are now working at Outward Bound, Plas Y Brenin (its taken them some more years to get there, but we have 3 ex trainees currently working at the National Centre) private schools overseas and local centres in North Wales including Blue Peris.

- Practical experience and training in the soft skills required for the delivery of Outdoor Education.
- A chance to develop the practical skills required to manage adventurous off site activities such as;
 1. Gorge scrambling
 2. Sea level Traversing
 3. Mountain walking and scramble
 4. Coasteering
 5. Underground mine adventure
 6. Rock climbing
 7. Canoeing
 8. Kayaking
 9. Abseiling
 10. Tyrolean traverse



- In house training in activities not covered by NGB awards such as gorge scrambling and sea level traversing when applicable.
- A mentor to guide your progress through the programme.
- You will have training days with the Deputy Manager (Mentor) to encompass a variety of skills and activities
- Certain items of PPE equipment and clothing for the contract period, including boots, waterproofs, helmet, wellies and harness.
- Access to equipment (except ropes) from our stores such as sea and river kayaks, mining lamps, axes and crampons etc that you can borrow (subject to agreement) to enable you to develop expertise in new activities.
- Full board and lodging in single bedrooms in our flat.
- 22 days holidays, plus bank holidays, pro rota.
- The opportunity to find out first-hand how an outdoor education establishment operates behind the scenes of the activity delivery
- The be able to live in a wonderful part of the country and have the rivers, crags, mountains, lakes, bike tracks and sea on your doorstep.
- Practical on the job training for duties, and all onsite activities with the vision that you become signed off for those when the time is right.

What we expect from the trainee

- Certain time to be given voluntarily (see salary section)
- A commitment to the working life of a busy outdoor education centre.
- A commitment to developing your practical and soft skills.
- Hard working ethic.
- Commitment to gaining NGB as appropriate within short time scales- Summer ML/ SPA/ UKCC Level 1 (paid for by the trainee)
- Enthusiasm, motivation and a good work ethic.
- Flexibility, self-motivation, organisation, punctuality, reliability, eager to learn and a genuine desire to help others, especially young people, are all deemed important.
- A willingness to give that extra when required
- To work any day of the week Inc evenings and weekends as required by the centres operational requirements.
- To live on site in the accommodation provided for the full term (see salary section)
- To assist with maintenance, HSE checks, cleaning as and when required.

How the scheme works

- You will be taken on as an employee of Fusion Lifestyle, a charitable trust who runs Blue Peris on behalf of Bedford Borough Council.
- You will be provided with on line and site-specific training as required.
- Your contract will be a fixed contract from ideally 1st September 2019 to July 31st or 28th August 2020 TBC.
- Hours are annualized. Therefore, some weeks you will be required to work more than 40 hours, other weeks less. This includes the voluntary hours



- Roles include delivering duties, seeing groups in and out, assisting with non-activity HSE checks, assisting on activity sessions (voluntary) and cleaning. You will be provided with training as required.
- Your voluntary commitment will see you shadow and work with instructors gaining valuable on the job training and feedback. You will also get the opportunity to deliver part / whole sessions under the supervision of another instructor.

Contract terms

	9th September 2019 5th January 2020	6 th January 2020 6 th April 2020	7 th April 2020 - 28 th August 2020
Minimum paid contract hours at national minimum wage.	5 per week	5 per week	10 per week
Accommodation & food (deducted from pay)	No charge	No Charge	April to August £10.00 per week, per block of 10 hours worked.
Internship hours Voluntary based	25 Hours per week carrying centre work/kit checks/session and duty observations	20 Hours per week carrying out Centre work/kit checks /session and duty observations	10 Hours per week carrying out Centre work/ kit checks



Contract	Your contract will be a fixed contract from ideally 1st September 2019 – 28th August 2020
Extra hours worked over minimum hours per week.	These will be discussed at interview. However, they will be paid at the hourly rate as shown below
Age 21-24 Age +25	£ 7.70 £8.21
Voluntary work What does it encompass	Assisting instructors and on the job shadowing with instructors. Activity equipment checks and basic equipment maintenance. Mini bus checks and admin as required 360 checks Your voluntary hours reduce in relation to how many hours you work delivering sessions on your own. However, there is always 5 hours minimum of voluntary hours.

Minimum Requirements / Knock out questions

1. Age 21 or above
2. Personal experience in outdoor activities –including climbing, hill walking and paddlesport
3. Held Full UK driving licence for 2 years (UK law stated this in order to drive a mini bus)
4. Ability to successfully undergo enhanced disclosure check
5. Suitable references



Does this sound like the ideal career fort you ?

If so then

1

Send a CV and a brief covering letter telling us why you are looking for a position such as this and what you are looking to gain from this experience.

2

Complete the form on the following page and send this to the centre alongside the documents in number 1 above

Email this to Kayleigh.Day@fusion-lifestyle.com

Closing Date for applications

6th May 2019

Interview date

17th May 2019

Contract runs from

Sep 9th 2019 until July 31st 2020



Activity Experience, Training and Qualifications: -

Please adapt the sheet to suit / fill in and send to: -

Activity		Personal Experience	Training Courses		Qualifications Gained	
	No. of days	Details i.e. venues etc	Course	Date	Award	Date
Kayak (inland)						
Kayak (sea)						
Open Canoeing						
Mountain Walking (summer)						
Mountain Walking (winter)						
Alpine Mountaineering						
Rock Climbing (indoor)						
Rock Climbing (single pitch)						
Rock Climbing (multi pitch)						
Orienteering						
Caving / Mine Exploration						

1. Other leadership or activity experience or qualifications (first aid, other sports etc

2. Driving Tests (If applicable)

Year Passed _____ Licence Points/Convictions_____