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| **Qualifications** | **✔** |
| Essential | |
| 1. To have 1 or working towards a qualification such as Archery GB, Climbing wall or Rock climbing instructor, Bushcraft or completed an apprenticeship | A/I |
| Desirable | |
| 1. Climbing wall or Development Instructor 2. Experience of working with additional needs groups, including wheelchair users 3. Other relevant NGB outdoor activity courses such as Archery 4. Valid First Aid certificate from a minimum of a 2 day course, suitable for operating in an outdoor environment 5. Mini Bus Training (MIDAS) | A/I  A/I  A/I  A/I  A/I |
| **Key skills** | |
| Essential | |
| 1. Public speaking – confident when speaking to large groups 2. Competent IT skills 3. Excellent communicator with confident face to face skills 4. Be highly organised with excellent attention to detail 5. Experience in general maintenance 6. Have experience and ability to perform under pressure and meet deadlines 7. Experience in working independently and initiative | I  A/I  A/I  A/I  A/I  A/I  A/I |
| Desirable | |
| 1. Risk Assessment skills 2. Administration experience | A/I  A/I  A/I |
| **Experience** | |
| Essential | |
| 1. Demonstratable experience of delivering activities 2. Previous experience in a customer service role 3. Experience of working with groups | A/I  A/I  A/I |
| Desirable | |
| 1. Previous experience working on an National Citizen Service, Holiday And Food, Public, youth groups, schools/SEND schools, corporate 2. Experience of working with young people and adults with additional needs in an outdoor setting | A/I  A/I |
| **Other personal requirements** | |
| Essential | |
| 1. Enthusiastic, energetic, passionate individual when working with young people and adults | A/I |

**✔ How we intend to assess your match with our person specification**

**A** Application Form **C** Assessment Centre **I** Interview