

ASCENT ACADEMIES TRUST – Portland Academy
PERSON SPECIFICATION
OUTDOOR EDUCATION INSTRUCTOR – SCALE SO1

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	GCSE A*- C or equivalent, including Maths and English	Application Certificate	D1	Accreditation/specialism in delivering specific areas of outdoor education, e.g. mountain leadership award, BCU qualifications, BMC qualifications, trail bike leaders award, BELA	Application Certificate
	E2	Outdoor First Aid qualification	Application Certificate	D2	Duke of Edinburgh assessor/leader	Application certificate
	E3	Relevant qualification in an Outdoor Education Field at Level 2 or above	Application Certificate	D3	Possess, or working towards, national qualification in youth work	Application Interview
	E4	Evidence of continued commitment to personal professional development	Application Interview	D4	Training in positive behaviour management techniques	Application Certificate
Experience & Knowledge	E5	Experience of working in a special academy/school or within SEN setting	Application Reference	D5	Ability to provide training in Outdoor Education	Application Interview
	E6	Experience of delivering outdoor education to young people	Application Reference Interview	D6	Experience of delivering Forest School Education	Application Interview
	E7	Knowledge of Health and Safety in relation to Outdoor Activities and Adventure Activities regulations	Application Interview			
	E8	Knowledge and understanding of safeguarding procedures	Application Interview			

Skills	E9	An ability to apply a knowledge of SEN to support students' learning	Application Interview			
	E10	The ability to manage behaviour effectively and positively	Application Reference Interview			
	E11	A desire and ability to build strong professional relationships with parents, staff and students	Application Reference Interview			
	E12	High quality written and spoken communication skills	Application Reference Interview			
	E13	Effective team working skills	Application Reference Interview			
	E14	An ability to motivate young people	Application Reference Interview			
Personal Attributes	E15	Self motivated and be able to work on your own initiative	Application Interview			
	E16	Be keen to develop your own practice, be innovative and share your excellent practice with others	Application Interview			
Special Requirements	E17	Ability to work flexibly to meet the demands of the post, including evenings and weekends for the provision of residential and expedition opportunities	Application Interview	D7	A willingness and ability to work across the Trust as required	Application Interview
	E18	Suitable to work with children/young people	Application Disclosure			