

## PERSON SPECIFICATION

Ref: IDP/0623

**Job Title: Instructor Development Programme 23/24**

### Essential Criteria

- \*Demonstrable experience of dealing with the public.
- \*Demonstrable customer service experience.
- \*Currently active as a participant in at least one of the following adventure sports:
  - Hillwalking
  - Canoeing or kayaking
  - Rock climbing
  - Mountain Biking
  - Orienteering
- \*Must be available to work irregular and unsociable hours including overnight stays, weekends and on occasions for extended periods.
- \*Must be able to live on site during the working week.
- Knowledge and understanding of a range of national governing body award schemes for mountaineering, canoeing, rock climbing and mountain biking.
- Demonstrable written and oral presentation skills.
- Good communication skills.
- Competent in the use of Microsoft Office software.
- Must be able to act on personal initiative and take decisions within agreed guidelines.
- Good qualities of judgement and reasoning and ability to work under pressure.
- Excellent interpersonal skills with the ability to contribute to a team.
- Polite and friendly manner.
- Satisfactory level of fitness.

### **Desirable Criteria**

- \*\*Full D1 Driving Licence.
  
- \*\*Competent in the use of publishing/design software and content management systems such as: In Design, Adobe or Word Press.
  
- \*\*Completed skills and / or leadership training in one or more of the following areas
  - Hillwalking
  - Canoeing or kayaking
  - Rock climbing
  - Mountain Biking
  - Orienteering
  
- \*\*Demonstrable experience of working or assisting on adventure activity courses or programmes or similar.
  
- \*\*Demonstrable experience of dealing with cash and using a till.
  
- \*\*Completed leadership training in other sports.

### **Notes to Applicants:**

\*Only those applicants who clearly demonstrate relevant qualifications and relevant experience of essential criteria will go forward to the next stage in the recruitment and selection process.

\*\*The desirable criteria may be used for short listing if required.

All other essential and desirable criteria will be assessed by selection test and/or interview