



Person Specification: Apprentice Instructor	Essential (E) Desirable (D)	Demonstrated at: Application (A) Interview (I)
<b>Skills, Experience and Knowledge</b>		
Understanding of issues affecting young people's lives.	E	I
Active participation in outdoor activities.	E	A/I
An understanding of outdoor education and how Action4Youth works.	E	A/I
Ability to understand and implement policies and procedures.	E	I
An understanding of the charitable/voluntary sector.	D	I
Driving Licence.	D	A
Experience of teaching young people and adults in outdoor situations.	D	A/I
Ability to support young people to assess their development and learn from experience.	D	I
Understanding of Outdoor Education as an education process.	D	A/I
Experience of maintaining specialist equipment.	D	A/I
Ability to apply a risk benefit process to ensure the appropriate balance of challenge and support.	D	I
Awareness of HSE legislation and duty of care boundaries	D	I
<b>Qualifications</b>		
GCSE English and Maths	E	A
<b>Personal Attributes</b>		
A willingness to learn.	E	I
Ability to work within a team.	E	I
Ability to work alone using own initiative	E	I
Ability to develop effective relationships with young people - e.g., develop roles, negotiate boundaries.	E	I
Demonstrate an awareness of equal opportunities.	E	I

Flexible approach to working and if required be able to offer support to group leaders in an emergency by providing 24 hour support when working at the centre.	E	I
Ability to develop positive working relationships with staff and key partners e.g. schools	E	I
Be committed to personal development and further training, as appropriate to the development of the role and Action4Youth.	E	A/I