

Job Description

Senior Outdoor Practitioner

JOB DETAILS

Job Title	Senior Outdoor Practitioner	Line Manager	Locality Manager
Directorate	Operations	Salary Range	£28,500
Responsible for	Outdoor Practitioner, Associate Freelance Staff		

ORGANISATION OVERVIEW

Venture Trust supports people facing challenging life circumstances to overcome barriers and realise their potential. We work alongside people who have been impacted by trauma, and together we build the programme they need to move forwards in their journey.

Our strengths lie in the trust and relationships we forge, our therapeutic approach and in harnessing the transformational benefit of being outdoors and amongst nature. Working in communities, in greenspaces and journeying through some of Scotland’s most wild places, we meet people where they are. By taking time to create safe relationships, we can support people to grow. We work to create community, to strengthen support systems and accompany people as they reach new places. This relational approach allows people to develop in sustainable and meaningful ways.

Our values underpin everything we do:

- **Courage** - we remain brave when things are tough
- **Care** - we will attend to people and place
- **Curiosity** - we are thoughtful
- **Collaboration** - we work together for greater impact

JOB OVERVIEW

As Senior Outdoor Practitioner, you will provide leadership and coordination for our community and wilderness based therapeutic journeys. Comfortable making dynamic decisions in remote environments, you will manage a skilled, experienced multi-disciplinary team to deliver person-centred expeditions in Scotland’s wild places, and meaningful outdoor activities in local communities, shaping each journey to meet the needs of participants.

Senior Outdoor Practitioners ensure all activities are delivered to the highest standards, with overall responsibility for safety and wellbeing of staff and participants whilst on expedition, and on day-based activity sessions. As skilled personal development practitioners, our Senior Outdoor Practitioners ensure each programme is designed for to meet participant needs, expertly blending the right levels of environment, route, personal development themes and challenge to develop meaningful and transferable skills to apply in day-to-day life.

MAIN RESPONSIBILITIES

Leadership and Management

- Create a positive, safe, learning culture within outdoor activity programmes
- Lead, line-manage, motivate and support Outdoor Practitioners, including undertaking performance management and supporting development needs
- Support the training and development of outdoor activity qualified or trainee staff and work alongside Locality Manager to plan staff training according to operational need, incorporating current good practice
- Manage Freelancer Associate staff as well as contributing to recruitment, induction and performance management

Deliver Wilderness Journeys and Outdoor Activities

- Design and deliver a bespoke programme of community and wilderness-based outdoor and environmental activities, to suit individual needs in a group environment
- Work closely alongside colleagues to seek and implement opportunities for improvement in programme delivery
- Responsible for managing the safety of staff and participants in communities and the dynamic environment of the Scottish wilderness
- Work in a person-centred, trauma-responsive manner, applying therapeutic skills and personal development knowledge
- Enable an appropriate therapeutic environment is created to facilitate the development and learning of all participants in accordance with their needs and the overall programme aims and objectives
- Undertake monitoring and evaluation of the effective delivery of outdoor and wilderness experiences in line with programme aims and objectives
- Proactively form positive collaborative relationships with colleagues to support participant journey and effective working practices

Safety and Health

- Ensure all activities operate within Venture Trust's safety management structure, observing operating procedures
- Support continuing development and improvement of safety management systems, in line with current best practice
- Responsible for safety and health on wilderness journeys and outdoor activities, managing safety of activities dynamically in a changing environment
- Undertake the checking and recording of equipment use in compliance with company operational guidelines and policy, including vehicles and PPE
- Ensure Outdoor Practitioners are current, competent and operate within Venture Trust safety management systems

Other:

- Undertake training and professional development as required
- Undertake any other reasonable duties as may be required

PERSON SPECIFICATION

Knowledge, Skills and Experience

Essential:

- A minimum of 3 valid and relevant qualifications, including a Summer ML certificate, RCI and Moderate Water Canoe Leader or equivalent plus a recognised valid First Aid Certificate
- D1+E driving licence
- Experience of leading experienced, high performing staff teams
- Experience working with people with lived experience of trauma, the justice system, mental health conditions, addictions and neurodiversity
- Experience of group facilitation, and fostering positive, trusting relationships with people leading to positive outcomes
- Experience managing and leading teams to operate within outdoor safety management systems, aligning with industry standards
- Experience working with diverse groups of people, utilising a range of communication methods and strategies
- Knowledge of and experience of delivering work using a range of experiential personal development approaches and techniques - this may include trauma informed approaches, transactional analysis, pro-social modelling and others
- Experience of residential outdoor work in accommodation and expedition settings
- Ability to make dynamic decisions, autonomously, in remote environments

Desirable:

- Higher level outdoor qualifications including Advanced Water Canoe Leader, Winter ML certificate or Mountaineering and Climbing Instructor
- APIOL holder or working towards this
- Further training or certification in therapeutic or personal development modalities, transactional analysis, mentalisation based therapy and others

ADDITIONAL INFORMATION

- This post is subject to a PVG from Disclosure Scotland
- This post is subject to basic driver checks

Venture Trust is a living wage employer and committed to promoting equality and diversity