

## JOB DESCRIPTION



<b>Job Designation/ Service</b>	<b>Outdoor Practitioner / Advanced Outdoor Practitioner Outdoor Team</b>
<b>Salary Point and scale</b>	<b>£25,000 – £34,000 40 Hours per week – Full Time Contract Occasional overnights and weekends (expeditions or NPC)</b>
<b>Responsible to</b>	<b>Outdoor Team Manager</b>

### Job Overview

Our Outdoor Practitioners and Advanced Outdoor Practitioners provide leadership and coordination for our children, and their care teams, across the children's 17-week placements. The skilled personal development practitioners ensure each programme is designed to meet child's needs, expertly blending the right levels of environment, activity, personal development themes and challenge to develop meaningful and transferable skills to apply in day-to-day life. Comfortable making dynamic decisions in remote environments. Practitioners are competent outdoor leaders across many outdoor sports, ensuring all activities are delivered to the highest standards.

The practitioners work in collaboration with Care Teams, Care Managers, AWW's Education Team, and Health and Well-being Team. Managing professional relationships, clear lines of communication and a busy schedule are key skills for this role. Using initiative and been autonomous allow the outdoor team to flexibly respond to the needs of the children.

Each tailored outdoor session would be with a small team of care staff and 1 child, which allows for outdoor activities that truly inspire and engage each child. This small group encourages a sense of adventure and with less limitations, the practitioners will use their qualifications to their fullest, creating amazing experiences for the children. Having fun through learning is vital for our children, as they learn to recognise the importance of keeping themselves safe and understand where they fit in the world. Previous experience of working with children with emotional and behavioural difficulties is desirable, although there will be support by the team around the child during the outdoor activities.

The Outdoor Practitioner's deliver a range of high quality, engaging outdoor activities and expeditions predominantly based in the North of England, but could be operating across the UK. Each practitioner will be involved in the wider outdoor risk management strategy, from kit management through to risk assessments and compliance with our policies and procedures and AALA license.

### Main Responsibilities and Specific Outcome Areas:

#### Delivery

- Plan and deliver an engaging, progressive and developmental outdoor programme for each child  
This may involve a programme of transition and engagement, building safety and a strong positive relationship with each child. From organising and facilitating daily outdoor session through to expeditions across the remote space in the UK.
  - Collaborate with the care team and care management to provide appropriate ongoing outdoor activities for each child
  - Contribute to the child's placement documents – risk assessment, behaviour support plans and plan for care
- Support care teams to provide low level outdoor activities and outdoor experiences for children
- Caseload management of children, balancing each child's needs and progression through a 17-week placement
- Each practitioner is empowered to manage their own time effectively and efficiently
- Supporting delivery of outdoor sessions for children outside of your normal caseload

#### Safety management

- Deliver outdoor activities in accordance with our policies and within our Adventure Activities Licensing Authority (AALA) remit and take an active role in the preparation and maintenance of the Outdoor Activity Equipment
- Ensuring the safety of sessions is paramount to all aspects of session delivery, from preparation of equipment, interpretation of the weather, and suitability of venues as and when things change
- Safety and safeguarding of each child in your care during their outdoor session, ensuring that they understand the need to keep themselves, and those around them, safe
- Role model safety management systems and provide guidance to others
- Engage with all aspects of outdoor team training
- Support with outdoor nominated point of contact process when needed

### Across AWW

- Support the aims and ethos of A Wilderness Way
- Be an active part of the team around the child
  - Attend relevant meetings
  - Attend Care Team and service meetings
- Work closely with colleagues across the care, education and health and well-being teams to ensure a wholistic, joined up approach to provide the best experiences and focused longer-term development for each child
- Maintain a purposeful and calm approach, acting as a good role model in terms of professional appearance, conduct, punctuality and attendance
- Take responsibility for your own professional progression and development, making full use of opportunities provided to mature and refine our outdoor provision - contribute to a learning and development culture within the outdoor team and across AWW

### Other

The post holder may be reasonably expected to undertake other duties commensurate with the level of responsibility and experience, training that may be allocated from time to time. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.

### Person Specification

<b>Area</b>	<b>Outdoor practitioner</b>	<b>Advanced Outdoor Practitioner</b>
<b>Banding</b>	<i>£25,000 - £30,000</i>	<i>£30,000 - £34,000</i>
<b>Skills and Qualifications</b>	<ul style="list-style-type: none"> <li>• 2 day outdoor First Aid Certificate</li> <li>• Ability to work with Microsoft Office Suite</li> <li>• Full Driving Licence</li> <li>• Ability to work across the North of England</li> <li>• Good level of IT skills (including report writing)</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced outdoor first aid</li> <li>• Advanced white-water safety and rescue</li> <li>• Full Driving Licence with trailer licence</li> <li>• Good level of IT skills (including report writing)</li> </ul>
<b>Outdoor Leadership Qualifications</b>	Three of the following qualifications: <ul style="list-style-type: none"> <li>• Summer Mountain Leader</li> <li>• Rock Climbing Instructor (SPA)</li> <li>• British Cycling Level 2 Mountain Bike Leader or equivalent</li> <li>• PaddleUK - Paddlesport Leader Award</li> <li>• White-water safety and rescue qualification</li> </ul>	Minimum of 3 Outdoor Practitioner Qualifications And at least one of the following: <ul style="list-style-type: none"> <li>• Winter Mountain Leader</li> <li>• Mountaineering &amp; Climbing Instructor</li> <li>• Winter Mountaineering &amp; Climbing Instructor</li> <li>• Moderate paddling leadership qualifications (e.g. Paddlesport Tour Leader)</li> <li>• Advanced paddling leadership qualifications</li> <li>• Ghyll &amp; Canyon leader / ICO PRO</li> <li>• British cycling level 3 MTB leader</li> <li>• British cycling level 2 MTB coach</li> </ul>

<b>Experience &amp; knowledge working with children / trauma impacted children</b>	<ul style="list-style-type: none"> <li>• Ability to use appropriately a range of individualised engagement, teaching and learning strategies for each child</li> <li>• Delivery and planning of outdoor educational activities and supporting children to achieve progress through well thought out outdoor activities</li> <li>• Ability to engage and motivate staff</li> </ul> <p>Experience of working with children who have experienced trauma, such as (desirable):</p> <ul style="list-style-type: none"> <li>• Independent and/or alternative provision education settings</li> <li>• Working with children within a residential children's home setting</li> </ul>	<p>Signification experience of working with children who have experienced trauma, such as the following qualifications (desirable):</p> <ul style="list-style-type: none"> <li>• Level 3 Diploma for Residential Childcare</li> <li>• Safer handling experience</li> <li>• Teaching qualification</li> <li>• Youth work qualification</li> <li>• Degree in related subject or equivalent professional qualification</li> <li>• 3+ years working with trauma impacted children</li> <li>• APIOL holder or working towards this</li> <li>• Further training or certification in therapeutic or personal development modalities, transactional analysis, mentalisation based therapy and others</li> </ul>
<b>Other work-related requirements</b>	<p>Ability to support the core values of A Wilderness Way and demonstrate passion about what we do and the difference that our services make to children looked after</p> <p>Willingness to ensure that our children can be the best that they can be. Help, support, and coach them to achieve their goals and understand how education can support their personal growth by utilising a range of non-classroom resources available to you.</p> <p>Willingness to undergo a satisfactory enhanced DBS check and to register with the DBS Update Service <b>OR</b> hold a satisfactory enhanced DBS check for the correct workforce <u>plus</u> existing registration for the Update Service</p> <p>Ability to understand the needs of people from diverse cultural, social and racial backgrounds.</p> <p>Full driving licence (preferably without endorsements)</p>	

### General Statement

The above duties and responsibilities do not include or define all tasks that may be required by the post holder. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

### Health and Safety

A Wilderness Way Ltd aim to provide and maintain a positive, safe, and healthy working environment for our employees. In support of this, all employees are required to take reasonable care of themselves and others who may be affected by their actions as well as comply with Health and Safety regulations and other requirements.

### Equal Opportunities

A Wilderness Way Ltd supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Company's EO Policy and Guide to Equality document.

### Safeguarding

AWW Ltd is committed to safeguarding and promoting the welfare of those individuals covered by regulated activity and expects all staff to share this commitment. It is an essential requirement that staff are aware of AWW Ltd's safeguarding procedures and staff have a duty to ensure they attend training to enable them to recognise the indicators for concerning behaviour and receive safeguarding supervision as appropriate.