



## POSITION DESCRIPTION

<b>Position name</b>	<b>Outdoor Education Instructor</b>
<b>Employment Status</b>	Casual
<b>Classification</b>	
<b>Key Relationships</b>	Reporting to the Head of Outdoor Education and collaborating closely with the ODE staff.

### Our Mission:

Scotch College Adelaide is an ambitious and aspirational independent coeducational ELC – 12 school that exists to know, nurture and challenge all within its community.

We value courage, integrity, inclusivity and an unwavering focus on tomorrow in all that we do to prioritise extraordinary outcomes for the diverse student population entrusted to us. A Scotch education is grounded in a sophisticated understanding of ourselves and others; and it is our wellbeing promise that underpins our learning, character, co-curricular and service programs across ELC to Year 12.

Wellbeing is embedded in everything we do, and we want our staff to be:

- able to flourish: be physically adept, mentally resilient, intrinsically motivated, highly skilled,
- practicing effective work life integration, and
- demonstrating an adaptive capability which will enable the College to confidently embrace disruption.

### Position Objective:

Join a dynamic and forward-thinking outdoor education team. We are passionate about fostering personal growth, environmental awareness, and leadership in students through immersive outdoor experiences. Our programs are designed to challenge, inspire, and help young people build life skills, resilience, and a deeper connection with the natural world.

### Position Overview

We are seeking an Outdoor Education Instructor to deliver high-quality outdoor programs to students. The ideal candidate will have a strong passion for outdoor education, practical experience in leading groups in diverse environments, and a commitment to safety and positive outcomes for all participants.

As an Outdoor Education Instructor, you will be responsible for planning, leading, and assessing a range of outdoor activities, expeditions, and camps. There are a range of roles available with some having more of a technical skills focus, eg. Rock climbing instructor and others being more focused on student wellbeing in a long stay program environment.

### Key Responsibility Areas:

- Lead groups in technical outdoor activities relevant to the program.
- Foster a supportive and inclusive environment that encourages teamwork, personal growth, and leadership development.
- Ensure the safety and well-being of all participants by following risk management and safety protocols.
- Provide mentorship and instruction to students in a range of areas including outdoor skills, environmental stewardship, and technical skill development.
- Facilitate reflective discussions and debriefs to enhance the learning experience.
- Maintain equipment, ensure the proper use and care of gear, and support logistics for expeditions and camps.
- Work collaboratively with school staff and other team members to align program outcomes with educational objectives.
- Adapt programs to meet the needs of students with diverse backgrounds, abilities, and experience levels.

- Stay up-to-date with industry standards and participate in ongoing professional development.

## Selection Criteria: Qualifications, Skills and Experience

### Essential

- Some experience in outdoor education or adventure leadership roles.
- Relevant qualifications as required by the program, eg. Rock Climbing or Kayaking Instructor certification.
- Proven experience leading technical outdoor activities.
- Experience and interest in residential/long stay programs if applying for an Odyssey Program role.
- Current Wilderness First Aid (WFA) or Remote Area First Aid certification (or willingness to obtain).
- A thorough understanding of risk management, safety practices, and emergency procedures in outdoor settings.
- Strong leadership, communication, and interpersonal skills, with the ability to motivate and inspire young people.
- A passion for environmental education and sustainability practices.
- Ability to work independently and as part of a team in a flexible, dynamic environment.
- Current Working with Children Check (or equivalent), a valid driver's license and RRHAN

### Desirable:

- Bus License and Defensive Driving accreditation.
- Experience working with school-aged children or adolescents in an educational setting.
- Experience in designing and delivering multi-day expeditions.
- Additional qualifications or certifications in adventure-based activities

### Personal Attributes:

- Proven ability to develop and maintain authentic and productive relationships with students, staff and parents from diverse backgrounds.
- The ability to listen and communicate effectively across all areas and levels of a school community
- Well-developed problem-solving skills and proven experience in creating innovative solutions.
- Personal resilience, including the ability to work in a demanding role, often outside of normal hours, and to manage pressure effectively.
- A high degree of professional judgement and confidentiality.

## Conditions of Employment:

- All applicants must be eligible to work in Australia.
- All staff must satisfy child protection screening and adhere to Scotch's Child Protection policy and procedures.
- Willing and able to work flexible hours to service the College's various activities, which will include evening and weekend work.
- The successful applicant will be employed under the Scotch Enterprise Agreement
- All staff are responsible for ensuring that the data they collect, access or retain is done so within the requirements of the College Privacy Policy.

## Finally

No position description can capture the complexity of tasks within a school. Therefore, this position description should not be limiting and some flexibility is required when using this position description. There will be other tasks, not described above and at the discretion of the Principal, that may be given to this position.

All positions evolve and change over time, and the College commits to regularly review and update position descriptions to accurately reflect the contribution of employees.

*Scotch College is a child-safe organisation and committed to the safety and wellbeing of children and young people. We undertake appropriate screening and suitability assessments to determine the commitment of applicants to supporting child safety and wellbeing values in practice.*