



Job Title:	Team Instructor
Location:	Kent Team
Salary:	£17,000 - £19,000, subject to experience
Tenure:	Full time, permanent contract
Hours:	8.30am-4.30pm Monday-Friday, with some additional evening, weekend and residential hours
Reporting to:	Team Leader

This is an exciting opportunity to work for an expanding and award-winning not-for-profit youth organisation delivering military-style, outward-bound Engagement and Leadership Programmes to young people across the UK. Challenger Troop deliver the Military Ethos, instilling self-discipline, raising confidence, and improving self-esteem in young people from 6 - 24 years of age. Challenger Troop strive to give young people the tools to take responsibility for their own lives now and prepare them for their lives ahead.

We are looking for a dynamic, energetic and enthusiastic Team Instructor to join our Kent team. Working under the Team Leader you will be delivering challenging outdoor programmes for vulnerable and disengaged young people from the local area.

You will be required to work within a uniformed, disciplined environment, be an excellent role model, and have a strong and engaging personality with the ability to motivate. You will be able to demonstrate a good level of communication, both written and verbal, with young people, schools and youth organisations. You will be passionate about helping young people improve their life chances and will be creative and adaptive in your approach to delivering training.

Successful applicants will receive a full course induction and ongoing training. There will also be opportunities to gain further National Governing Body qualifications in outdoor activities.

Key Responsibilities:

1. Prepare lesson plans and modules in accordance with the needs of the participants, including risk assessments, EASPs, training locations and joining instructions.
2. Deliver training to participants on our Core School Programmes, Enrichment Days, Transition Days, Activity Days, as well as Residential Weeks
3. Work closely with participants, encouraging and inspiring them to achieve at all times while motivating them to participate and try new challenges. You will ensure that they work within their capabilities and are encouraged to take on responsibility and improve their behaviour, approach to learning and self-esteem.
4. Visit schools and other educational settings to discuss with staff and students individual needs and expectations
5. Monitor behaviour and attitudes of all candidates whilst on the course, during school and at home. Completed evaluation forms are then returned to HQ for the annual Social Impact Report.
6. Recognise personal achievement and reward candidates when appropriate.
7. Contribute to organising the Awards Evenings at the end of each term, preparing the participants, organising certificates and medals, and attending the evenings to meet and greet parents, families, teachers and local VIPs.
8. Maintain Team Admin folders of participants (NOK, attending log, incident log, EASPS)

9. Work closely with Operations and Logistic Team Members to ensure that risks assessments, bookings, vehicles, training aids, resources, supplies and equipment are all kept up to date.
10. Conduct safety checks of all equipment before set-up, and ensure that all equipment is neatly stored after use
11. Be accountable for the participants in your charge, ensuring their safety and welfare at all times
12. Work closely with the Schools Liaison Co-ordinators, assisting them in developing new business
13. Be an Ambassador for Challenger Troop at all times and promote the ethos of the organisation through events and marketing initiatives, as well as with school programmes

Skills and Experience:

Essential:

- Previous military service and /or some youth work
- Be motivated, pro-active and a strong team-player
- Confident, and able to motivate young people
- Strong written and verbal communication skills
- Willingness to learn and be trained in new skills
- Reliable and with a strong work ethic
- Passionate about helping young people improve their life chances
- Good IT skills
- Good time-keeping
- Smart appearance

Desirable:

- Full clean driving license (D1 classification or MIDAS is desirable as Mini Bus Driving may form part of the role)
- FAW, NSRA and NGB qualification in outdoor education an advantage
- Adventure training qualifications
- Level 3 PTTLs

Please send your CV and a covering letter in to:

Emma Harvey
Challenger Troop CIC
Challenger House
TW ARC
St John's Road
Tunbridge Wells
Kent
TN4 9UU

Or email to jobs@challengertroop.org REF: CTW TI/K

Closing date: 30th June 2017