

**Personal Specification
Seasonal & Sessional Staff**

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Qualifications	<p>To undergo an Enhanced CRB report</p> <p>To ideally hold one of the following:</p> <ul style="list-style-type: none"> • BCU Level 2 Inland Kayak or Open Canoe • MLTE SPA • NSRA Youth Proficiency Scheme • GNAS Club Leader Award • BFA Club Leader - Foil <p>To hold valid first aid qualification (min 8hours)</p> <p>Hold BCU comprehensive membership</p>	<p>To be SPA assessed</p> <p>To hold BCU Bellboat helm</p> <p>To be BCU Level 3 Inland Kayak or Open Canoe Coach</p> <p>Possess a Four Day First Aid at Work qualification</p>	<p>Application form and production of certificates at interview</p>
Skills & Experience	<p>To have had extensive previous experience of working with young people and adults in outdoor education.</p> <p>To have the ability to work to time schedules in a busy centre</p> <p>To be able to act calmly under pressure and to adapt to unforeseen circumstances</p> <p>To be have self reliance in order to prepare and deliver sessions to client groups and individuals.</p>	<p>A good track record in outdoor education working at a variety of centres with people of different ages and abilities.</p> <p>Experience of working with special needs groups and pupil referral units</p>	<p>Application forms, references and assessments</p>
Personal attributes	<p>Leadership – to possess leadership qualities in order to deliver high quality educational sessions to clients from various backgrounds and abilities.</p> <p>Teamwork – to be able to work in a team environment.</p> <p>Communication – to be able to communicate effectively with young people and be a good role model.</p> <p>Attitude – be willing to learn and undertake training and use own initiative.</p> <p>Reliability - to be 100% reliable.</p> <p>Disposition – be friendly, well presented, courteous and respectful of colleagues, children, parents and members of the public.</p> <p>Working hours – be able to work occasional evenings and weekends</p>	<p>To have a flexible attitude to working in small but busy and vibrant centre.</p> <p>To have an excellent sense of humour.</p>	<p>Application forms, references and assessments</p>