



Seasonal Outdoor Instructor / Expedition Leader

JOB DESCRIPTION

This position is for an initial 8-month contract (anticipated 1st March 2027 – 5th November 2027) with the possibility of moving to full-time if desired, subject to business needs at the end of the contract.

Adventure Expeditions is a well-respected, not-for-profit organisation providing a variety of outdoor activity programmes, Duke of Edinburgh expeditions, outdoor education and activity residentials in the UK and overseas.

We are currently a team of 17 and are seeking to employ an additional core team member to deliver outdoor programmes alongside logistics and resource preparation in the office and our stores. The variety of programmes delivered by Adventure Expeditions and Adventure Expertise (collectively 'AE') are diverse – this role will primarily involve the delivery of outdoor activity residentials, Duke of Edinburgh expedition and residential programmes and local non-residential outdoor courses, although opportunities exist across a wide variety of activities as qualifications and skills allow.

Your main responsibility will be to work on various AE programmes throughout the year and across the UK. You'll need to be an approachable person who cares about individual clients, our instructor team and feels confident to work with teams of peers with a fun, friendly, respectful and professional manner.

Your responsibility during your office-time will be to act as support to the Operations and Stores Managers liaising with them to set up and run programmes according to the needs of our clients and then help manage the logistics, communications and delivery planning to ensure that programmes run smoothly, safely and with excellent outcomes for participants. The role includes regular weekend and overnight work and some out-of-hours duty management in rotation with other core team members

AE believes in cultivating a supportive working environment and we have developed a significant offering for staff personal development and investing in our team alongside delivering work. You will be working in a team of experienced and well-qualified professionals with opportunities for CPD, professional feedback, review with opportunities for delivering occasional other work according to your skills. NGB progression is available and well-supported by our in-house NGB-delivery team. Employee satisfaction is important to us – for the right person this could be a brilliant opportunity.

PERSON SPECIFICATION

ESSENTIAL EXPERIENCE/QUALIFICATIONS:

- Ability to work effectively as an instructor in a busy outdoor centre environment and build rapport with our instructor team, clients and young people – approachability and friendliness is really important to us.
- Good communication skills and the competence and confidence to make decisions relating to risk management of outdoor activities and quality delivery.
- Ability to prioritise workloads, work under own initiative and ensure that programmes are delivered to the highest standards.
- Ability to communicate effectively to a wide range of clients, colleagues, freelance staff team, suppliers and young people.
- Understand the importance of client relationships and be committed to providing excellent customer service and care throughout.
- Willingness to travel to most mountain and hill-walking areas in the UK.
- Outdoor First Aid, DBS, walking qualification, full and clean UK driving licence, Some DofE programme provision experience.
- Good standard of IT skills and written communications, professional, organised and friendly manner.

DESIRABLE EXPERIENCE/QUALIFICATIONS

- RCI, caving and/or canoeing qualifications, forest school or bushcraft experience, other outdoor qualifications, customer-service experience.
- Personal activity experience such as climbing, canoeing, caving and a desire to develop your instructional skills and qualifications.
- Experience in delivering programmes to client requirements, managing logistics and communications with instructors for programme delivery in practice;

PAY: £25,000 - £27,500 per annum, pro rata. Pay negotiable, dependent on qualifications and experience. Personal training and development opportunities.

Base of work is Hathersage, Peak District. Working pattern according to seasonal business needs including regular weekend, overnight commitments and travel dependent on programme needs.

WEBSITE: www.adventure-expeditions.net

CLOSING DATE: Monday 16th November 2026

Please email a completed application form and your CV to hr@adventure-expeditions.net

Please note that we are unable to accept CVs instead of a completed application form.