



Outdoor Activity Instructor

CANDIDATE PACK

2026



☎ 01873 860225

🌐 longtownoutdoorlearning.co.uk

📍 The Court House, Longtown,
Hereford HR2 0LD

Longtown Outdoor Learning Trust
Outdoor Activity Instructor
Fixed Term Contract Summer 2026



Key Information

Post title: Outdoor Activity Instructor

Contract term – 26th May – 21st August (13 weeks)

Salary scale - £13.45 per hour, 40 hours per week

Location: Longtown Outdoor Learning Centre, Longtown, Hereford, HR2 0LD

Hours of work: 8.30-5.30 Mon-Fri plus some evening and weekend working.

Additional Benefits: Holiday allowance of 7 ½ days
Meals available when groups are in residence.

Closing Date: 13th February

Interviews: TBC Late February

Purpose of the role

To deliver high quality outdoor learning programmes by using a range of on-site or local outdoor activities.

Key tasks and roles:

Customer

- To plan, implement, and evaluate high quality programmes of outdoor learning.
- To liaise with accompanying staff to define learning outcomes and ensure that all parties clearly understand their responsibilities during the programme.
- To demonstrate awareness and understanding of equality and diversity especially how programmes can be adapted to take into account young people's behavioural, physical, social, and emotional needs.

Safety

- To carry out and record regular system safety checks and maintenance for designated facilities and equipment to ensure that the highest standards of health and safety are achieved.
- To provide overnight cover as duty member of staff providing an initial response to incidents or emergencies.
- To ensure that reasonable care is taken for health, safety and welfare for yourself and others, and to contribute to and comply with the centre's policies and procedures.

People

- To represent Longtown Outdoor Learning Trust as part of a team of professional outdoor learning practitioners.

Centre

- To assist with the full range of centre and domestic tasks including cleaning and maintenance when required.
- To carry out any other duties which fall within the broad spirit, scope, and purpose of this job description and which are commensurate with the grade of the post.

Person Specification

Education and qualifications	Essential	Desirable
Enhanced Disclosure and Barring Service check. (or to be on the update service)	✓	
A current 16hr outdoor first aid award	✓	
Paddlesport Instructor or Leader for Stand Up Paddleboarding	✓	
Climbing Wall Instructor Award	✓	
Additional NGB Awards from the list below <ul style="list-style-type: none">○ Hill & Moorland Leader Award○ Archery Instructor○ Forest School Leader○ High Ropes Course Qualification/Experience		✓
RPIOL or a Higher Education qualification in a relevant subject		✓
GCSE Maths & English (or equivalent)		✓
D1E Minibus driving licence		✓

Experience and knowledge	Essential	Desirable
Outdoor Learning teaching / instructing / experience	✓	
Understanding of the values of Outdoor Learning	✓	
Understanding of Health and Safety requirements of the outdoor sector	✓	
Understanding of and commitment to safeguarding and child protection	✓	
Experience leading problem solving/team building activities		✓
Experience of leading bushcraft and / or forest School sessions		✓
Experience of working with children & young people with additional needs		✓

Ability and skills	Essential	Desirable
Understanding of equality & diversity	✓	
Actively working towards a range of outdoor leadership awards		✓



About Longtown Outdoor Learning Centre

Our 120-bed residential centre, set in 16 acres of private grounds, is in the beautiful Herefordshire village of Longtown on the eastern edge of the Brecon Beacons National Park. We work with over 2500 children every year, providing residential and day courses for schools, youth groups and organisations working with young people with additional needs.

Our offsite activities include gorge walking, canoeing, hill walking, caving, and rock climbing. We also have a wide range of onsite activities including a high ropes course, zipwire, leap of faith, climbing tower, archery range, and team challenges.

The Longtown Team

We have a team of 14, including apprentices, with some living onsite and others living in neighbouring towns and villages. We also have a network of 8-10 freelance instructors. As we are a small team, it is important that we work closely together and support each other to deliver the best customer experience we can. Which is why everyone helps in different departments when required.

About Longtown Outdoor Learning Trust

We are a charity that believes all young people should have the opportunity to strengthen their resilience, build confidence, and grow, through transformative experiences in the outdoors.

Our activities focus on:

1. Outdoor learning and adventure experiences that inspire personal growth and resilience in young people.
2. Expert advice and training that enables educators to organise safe, memorable, and impactful educational visits and outdoor learning experiences.

How to Apply

To apply for this role, please send your CV and covering letter outlining your suitability to: recruitment@longtownoutdoorlearning.co.uk

Applications need to arrive by the date shown

Further details at: www.longtownoutdoorlearning.co.uk/work-with-us

Interviews

Interviews will be held in person at Longtown Outdoor Centre on the date shown.

Questions and site visit

For an informal chat about the role or to visit the centre, contact Dave Grimes, Operations Manager on 01873 860 225 or send an email to recruitment@longtownoutdoorlearning.co.uk