



Outdoor Learning Tutor

CANDIDATE PACK

2026



☎ 01873 860225

🌐 longtownoutdoorlearning.co.uk

📍 The Court House, Longtown,
Hereford HR2 0LD





Key Information

Job title:	Outdoor Learning Tutor
Contract Type:	Permanent
Location:	Longtown Outdoor Learning Centre, Herefordshire, HR2 0LD
Salary:	£26,208 to £33,342 (depending on experience and qualifications)
Hours:	40 hours per week on average. Due to the nature of the role, we will require the successful applicant to work some evenings, weekends and bank holidays. This is shared around the operational team and, where possible, programmed well in advance.
Eligibility	Must be a minimum of 21 years old, with a right to work in the UK. Due to the nature of the role where you will be working with young people and vulnerable adults, you will be required to complete an enhanced DBS application prior to any commencement of employment.
Closing date:	12/12/25
Interviews:	14/01/25
Start date:	02/03/25

Key Benefits

- Holiday allowance – 34 days (26 days annual leave plus 8 bank holidays in lieu).
 - Sector leading training and development opportunities.
 - Catered meals provided when the kitchen is serving young people in residence.
 - Pension scheme with 5% employer contribution.
 - Group Life Insurance
 - Access to health and wellbeing services
 - Cycle to work scheme.
 - Staff discounts with leading outdoor retail suppliers.
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Role Description

Purpose of the role

To deliver high quality outdoor learning programmes.

Key responsibilities:

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.
- Undertake the role of Course Director co-ordinating centre staff and ensuring that visiting staff are supported throughout their stay.

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.
- To provide technical advice to other staff and management within the remit of the post holders qualifications and competence.

People

- To represent Longtown Outdoor Learning Trust as part of a team of professional outdoor learning practitioners.
- To assist with the line management, training, mentoring, and monitoring of other members of the delivery team.

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.

Finance

- To assist and advise centre management with equipment purchases, ensuring best value is obtained.
- To ensure centre equipment is well looked after to help prolong its lifespan.

This job description reflects the major tasks to be conducted by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be conducted in consultation with the post holder.

Person specification

Education and Qualifications	Essential	Desirable
Enhanced Disclosure and Barring Service check	✓	
A current 16hr outdoor first aid award	✓	
GCSE Maths & English (or equivalent)	✓	
D1E Minibus driving licence	✓	
At least 2 of the following National Governing Body Awards: <ul style="list-style-type: none"> ○ Hill and Moorland/Mountain Leader Award ○ Paddlesport Instructor and Leader or Touring Leader Award ○ Cave Leader Award ○ Rock Climbing Instructor 	✓	
All of the above NGB Awards or equivalent		✓
A higher level NGB award in a relevant discipline E.g. Winter ML, MCI, L3 Coach, CIC		✓
A Higher Education qualification in a relevant subject.		✓
APIOL		✓
A MIDAS minibus driving qualification		✓

Experience and Knowledge	Essential	Desirable
NGB awards in, and/or experience of leading, the following: Gorge Walking Problem Solving/Team Challenges High Ropes Stand Up Paddleboarding Forest School/Bushcraft Archery	✓	✓ ✓ ✓ ✓ ✓
At least 2 years outdoor learning delivery experience.	✓	
Previous experience of residential outdoor learning.	✓	
Understanding of and commitment to safeguarding, equality, diversity and varying social and cultural needs.	✓	
Knowledge of H&S requirements, including AALA, PPE inspection and risk assessment.		✓
Recent knowledge and experience of activity venues local to Longtown.		✓
Knowledge of local/national issues relating to outdoor learning		✓
Experience of working with children and young people with additional needs.		✓
Experience of working with adult groups in the outdoors.		✓
ICT skills		✓



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 Friday 12th December.

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

Interviews

Interviews will be held in person at Longtown Outdoor Centre on the 14th of Jan 2026.

Questions and site visit

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