

WOMEN'S OUTDOOR INSTRUCTOR DEVELOPMENT PROGRAMME

WHO ARE WE LOOKING FOR?

This is a programme for women who want to work as an Instructor, developing young people, within The Outward Bound Trust in the future. If you identify as non-binary or transgender and the purpose and themes of the course resonate with you, we'd welcome and consider your application.

You should have completed a minimum of one out of three of Summer Mountain Leader Training, Rock Climb Instructor (or SPA) Training, and/or Paddlesports Leader Training (or equivalent) and have significant personal experience / logbook time in another, by the course start date. There is no maximum level of qualification. It is desirable to have 12-18 months experience working with young people in any context.

The programme could be for you if:

You have completed some of the core qualifications listed above, want a job with Outward Bound and are keen to be part of a supportive community as you start with The Trust.

You have thought about working at Outward Bound and are not sure if you are ready, or it feels like a big step from what you've previously been doing.

You have previous experience in working with young people (e.g. education or youth work), are hoping to change direction by developing technical skills to work in the outdoor context and would like to gain valuable experience by working at Outward Bound in the future.

You want to experience being led by women further on in their career journey, while sharing your skills and being a role model for others too.

You want to be part of the movement towards Outward Bound and the outdoor sector becoming more diverse, inclusive and welcoming to everyone in society.

Depending on your start point, and aspirations there will be different pathways into employment following the programme.

WHAT IS IT?

A 10-week outdoor instructor development programme, based at our Aberdovey centre. The course will include the opportunity to work on the skills required to be an Outward Bound Instructor. This includes technical (mountain, rock and water) skills as well as developing your intra-personal (self-awareness) and inter-personal (leadership & group) skills.

There will be time working with groups of young people alongside experienced instructors and structured mentoring. Your course lead will work with you as a group over the 10 weeks to ensure you have maximum opportunity to progress and work towards your goals.

We are investing in the programme because we want more women and marginalised genders to be motivated to come and work with us in the future, to inspire and enable the thousands of young people who are impacted by an Outward Bound course each year.

WHAT DOES IT INCLUDE?

- Focused mountain and water skills weeks consolidating the skills you need to lead groups of young people.
- Working on adventures with groups of young people alongside experienced instructors.
- 1:1 Mentoring.
- Understanding leadership and psychology of personal development.
- Individualised opportunities to work on your logbooks, gain group experience for the qualifications you're working towards, upskill, refresh and consolidate in the areas you need to develop.
- Accommodation, food and kit provided for the 10 weeks.
- Career advice, planning and signposting towards relevant roles to progress within Outward Bound.
- The opportunity to contribute to and be part of Outward Bound's journey to being a more diverse and inclusive organisation.

WHEN?

Mon 10 Nov – Fri 19 Dec 2025/Tues 6 Jan – Fri 30 Jan 2026.

Note: You will need to move out of the course accommodation over the Christmas period (19 Dec 2025 to 5 Jan 2026).

WHAT DO WE ASK FROM YOU?

While this is a development programme and not formal employment, so that you and your peers can make the most of the experience, we ask the following from you:

- You commit fully to all 10 weeks of the course not requiring any significant time off, except in exceptional unforeseen circumstances.
- You show up on time and prepared for sessions.
- You operate with integrity and professional standards as you will be taking part in centre life alongside other staff, young people and visiting clients.

WHAT IS THE PROGRAMME COST?

The course is kindly supported by funding from Berghaus and is therefore heavily subsidised.

Due to rising costs of providing the course we ask for a £500 contribution from you. This can be paid in instalments if needed. If cost is a barrier to applying, please make a note on your application as we may have access to means-tested funding that could support you.

WHERE WILL WE STAY AND IS FOOD PROVIDED?

Shared accommodation will be provided for the duration of the course (max two people per room). Food is provided at the centre when groups are onsite, generally this is from Monday lunch to Friday lunch. Outside of these times you will need to self-cater, facilities provided at your accommodation.

HOW DO I APPLY?

Apply using the online form linked **here**.

If your application is successful, you'll be invited to an 'Is It for You?' Day on Saturday 26 April at our Ullswater Centre.

If selected for the programme, you will need to undergo an enhanced level disclosure check ahead of the course starting. The cost of this will be covered by Outward Bound.

WHAT ARE THE OPPORTUNITIES WITHIN THE OUTWARD BOUND TRUST AFTER THE PROGRAMME?

During the course we will work with you to identify your career pathway within Outward Bound, desired location and timescales. This may involve being signposted towards paid seasonal pastoral contracts, an Instructor Development position, or an Instructor role anywhere in The Trust. See here for more info about working with The Trust and where our centres are based: **Why work at Outward Bound?**