

**Do you love a challenge?**

**Do you want to be part of a team?**

**Do you want to take part in a confidence-building outdoor experience?**

Join the Developing the Young Workforce North Highland **Summit to Success Challenge**, proudly sponsored by Scrabster Harbour Trust. We are inviting ambitious young people in the North Highlands to take part in an incredible challenge for a chance to secure a spot on our exclusive confidence-building weekend in the stunning Cairngorms National Park!

Get ready to climb higher, race faster, and push further than ever before. This exhilarating weekend of outdoor activities is designed to help you build teamwork and collaboration, enhance your leadership skills, develop your problem-solving abilities, improve your communication and boost your confidence and self-esteem! This challenge is open to everyone aged 16-24 in the North Highlands. We have 16 fully funded places available.

**How to take part:**

- Research careers in the Outdoor Industry.
- Read the **Example Outdoor Activity Instructor Job Role**
- Imagine you are applying for this role, put together your best application for this job position and tell us why you'd be the best person for the job! You will be asked to answer 4 questions and submit your CV.
- Submit your application online here and take part in our mock interviews for the Outdoor Activity Instructor role with our DYW North Highland School Coordinators.

Don't worry if you don't want to pursue a career in the outdoor industry in real life! The **Summit to Success Challenge** is open to everyone who wants to take the challenge, push their limits, and discover their true potential!

Don't miss out on this life-changing opportunity to develop essential skills while having an unforgettable adventure.

## What's in store?

**The Summit to Success weekend will take place from Friday 11<sup>th</sup> October 2024 until Monday 14<sup>th</sup> October 2024 at the Cairngorms Activities Centre in Granton on Spey.**

As part of the challenge DYW North Highland and Scrabster Harbour are supporting full sponsorship to attend the outward-bound weekend including:

- Return travel to the beautiful Cairngorms National Park
- Breakfast, Dinner and Lunch
- Accommodation
- Access to the full programme of activities
- There is a small discretionary access budget available for those who may need help to obtain the necessary equipment to attend the outdoor weekend.

## Who can apply?

- You must be aged 16-24
- Resident in the North Highlands
- You must be available to take part on the full weekend from Friday 11<sup>th</sup> October, returning on the afternoon of Monday 14<sup>th</sup> October

## Application Process

- Applications close at 12 pm on Friday 06<sup>th</sup> September
- Interviews will take place on the 11<sup>th</sup>, 12<sup>th</sup> and 13<sup>th</sup> of September 2024
- Find out more information by contacting the DYW North Highland Team on [skills@caithnesschamber.com](mailto:skills@caithnesschamber.com) or calling 01847 890076.

## STEP 1. READ THE EXAMPLE JOB ROLE

**Job Title: Outdoor Activity Instructor**

**Salary: £16 per hour**

**Hours: 40 hours per week (including weekends)**

**Closing Date: Friday, 6th September 2024**

### Overview

We are seeking creative outdoor instructors who thrive as part of a team to offer a varied range of inspiring and exciting outdoor opportunities in the Cairngorms. No two days are the same, and our activity program is tailored to the needs of each individual. You could be leading mountain biking, ghyll scrambling, or spending a day on the lake. For our more adventurous instructors, there's the chance to plan and deliver multi-day expeditions to create memorable experiences for our visitors.

### Main Responsibilities

- Ensure safe, fun, and educational outdoor experiences.
- Meet and greet all visitors with energy and enthusiasm, engaging with your groups.
- Prepare all equipment and brief participants on activities and events.
- Plan, prepare, and deliver activities suitable for all groups.
- Encourage teamwork and personal growth.
- Participate in the general running and basic maintenance of the centre.
- Deliver a wide range of outdoor activities safely.
- Carry out all safety checks and enforce safety rules, providing first aid if required.
- Maintain equipment and ensure storage areas are well organized.
- Record all activities and incidents in logbooks and software systems.
- Commit to continued personal development, attend training courses, and achieve further appropriate certificates and qualifications.

### What We Need From You

- **Passion:** For helping guests have fun and create memories.
- **Willingness:** A desire to learn and work in hospitality.
- **Team Focus:** Hard-working individuals who love creating memorable experiences for every guest.
- **Ideas and Openness:** We're open to doing things differently and trying new approaches.
- **Personality:** Fun and easy to talk to—we're looking for individuals, not corporate clones.
- **Flexibility:** Support your team to deliver a great experience.

## STEP 2. ANSWER THE APPLICATION QUESTIONS

- What are the key roles and responsibilities of an outdoor activity instructor, and why are you interested in working in this industry?
- What are your main strengths? In what areas would you like to further develop, and what would you bring to the group?
- What are your main interests and hobbies?
- Please provide an example of when you worked as part of a team to solve a problem or an example of when you individually solved a problem and what the solution was.

## STEP 3. SUBMIT YOUR CV

As part of the application process, we would also like you to submit your CV. Your CV is like a personal story that helps people see all the amazing things you've done, even if you don't have work experience yet. You can include your hobbies, interests, clubs you've joined, any volunteering you've done, and other skills you've picked up along the way.

These all show what makes you unique and capable. So, think of your CV as your chance to shine and show the world what you're all about. If you don't have a CV yet you can use the CV Builder Tool over on My World of Work: <https://www.myworldofwork.co.uk/tools-and-quizzes/cv-builder/>

## STEP 4. COMPLETE THE APPLICATION ONLINE

Submit your application online from 19th August! We'll then invite you to join our mock interviews for the Outdoor Activity Instructor role with DYW North Highland School Coordinators. Interviews will be on 11th, 12th, and 13th September 2024. Don't miss out!

Submit your application online in the portal here: <https://www.surveymonkey.com/r/22K8BQR>

*If you have any questions or need any help or support with your application. Contact the DYW North Highland Team on [skills@caithnesschamber.com](mailto:skills@caithnesschamber.com) or calling 01847 890076.*