

Job Description

Job Title: Activity Instructor
Reporting to: Activity Manager
Hours per week: 37.5 hours per week
Contract period: Until November 2026

Wage: £13.88 per Hour/ £27,066 per annum FTE
Accommodation: Available if required

About Mount Cook

Mount Cook Adventure Centre is a not-for-profit organisation dedicated to providing access to the outdoors to all, especially young people and those who would not otherwise have the opportunity. We are looking for someone who shares our passion for the outdoors, and who would relish in the chance to work in an activity orientated establishment.

About the role

The role of an Outdoor Activity Instructor is to promote personal development, teamwork, and enjoyment through outdoor learning and challenge. Activity Instructors are required to deliver safe, engaging, high-quality activities and learning experiences to a wide range of client groups, while representing the Mount Cook values of customer service, professionalism and inclusion. The day typically starts at 08.15 and finishes at 17.15. Evening shifts finish at 20.15. There is an expectation to work some weekends and public holidays.

This role is subject to a DBS check and in line with the requirement of the current immigration and asylum legislation, all applicants must be eligible to live and work in the U.K.

Responsibilities and Duties

Outdoor Instructor responsibilities

- Plan and deliver a wide range of high-quality activity sessions and learning experiences, tailored to suit the needs, age, and ability of participants.
- Ensure all activities are conducted in accordance with Centre policies, risk assessments, and industry best practices.
- Complete safety checks, set up, and pack down activities as required.
- Maintain safety standards and monitor participant wellbeing during activities.
- Respond appropriately to emergencies and incidents, following established procedures.
- Build positive relationships with clients, ensuring a welcoming and inclusive environment.
- Manage behaviour effectively and encourage participation, cooperation, and learning through supportive instruction and feedback.
- Assist with the maintenance, cleaning, and storage of activity equipment.
- Report any damage, faults, or safety concerns to the relevant manager.

General responsibilities

- Help maintain cleanliness and organisation of activity areas and communal spaces.
- Work effectively with other instructors and Centre staff.
- Attend staff meetings, training sessions, and contribute to the continuing development of activities and resources.
- Provide feedback to line managers about programme delivery and client satisfaction.

- Uphold the centre’s policies including safeguarding, equality, and health & safety
- Support additional Centre duties in other departments as required and directed.
- Act as a positive role model for all Centre visitors and guests
- Commitment to continuous professional development

To apply

Please email steve@mountcook.uk with a CV and cover letter.

Closing date: 10th March 2026

Interview date: 17th March 2026

PERSON SPECIFICATION	
ESSENTIAL	
Experience and Knowledge	<p>Proven experience of providing adventurous outdoor activities and learning experiences</p> <p>An understanding and proven experience of the developmental benefits of outdoor education</p>
Skills and Abilities	<p>Proven ability to lead or assist in outdoor activities safely</p> <p>Strong communication, interpersonal and customer relation skills</p> <p>Ability to motivate and engage individuals of varying ages and abilities</p>
Personal qualities	<p>Enthusiastic, energetic, hard-working and approachable</p> <p>Reliable and punctual</p> <p>Professional attitude with a commitment to Mount Cook’s values</p> <p>Flexible and adaptable to changing environments and schedules</p>
DESIREABLE	
Experience and Knowledge	<ul style="list-style-type: none"> • Can work well as part of a team and use their initiative when lone working • An understanding and proven experience of health & safety and safeguarding • Experience of working with a wide range of groups eg. additional learning needs, corporate • Experience of working in education or an understanding of how outdoor education can link with curriculum
Skills and Abilities	<ul style="list-style-type: none"> • Current First Aid Certificate • Safeguarding training • High Ropes Course Instructor • Climbing Wall Instructor (or higher) • Archery Instructor • Lowland Leader (or higher) • Bushcraft Award
Personal qualities	<ul style="list-style-type: none"> • Reliable, hardworking and enthusiastic • Possess an excellent attention to detail • Flexible and adaptable to the needs of the business