

RIDGWAY ADVENTURE INSTRUCTOR JOB DESCRIPTION and INFORMATION

SUMMER SEASON 2025 Mid-April until late September

Ridgway Adventure is a small family run adventure school set on the shores of a beautiful sea loch in the northwest Highlands.

Rebecca and Mark run the business and are fully involved in the day-to-day running of the courses. Rebecca's family first ran adventure courses here in 1969.

We make full use of the mountains around us and the sea that is just yards from the door to run challenging adventure courses for schools, expedition summer camps for young people and bespoke adventures for adult groups. Our courses are busy and we make the most of the landscape and the time.

Each year we recruit a small team of approximately five instructors who work with us. We sometimes have a trainee instructor in the team. The adventure school becomes their home for the summer.

We frequently have some instructors returning for a second season.

WHO WE WORK WITH

SCHOOLS - We work with private prep and Steiner schools from all over the UK from mid-May, through June to early July and returning to these in late August, through September. Pupils are typically between 11-13 years old, fit, enthusiastic and motivated with great teachers.

They will all climb a mountain from a wild camp, sea kayak, rock climb and abseil, raft build and race, learn survival skills on the seashore, travel in our workboats to lift crab and lobster pots, orienteer and spend a survival night operating independently on an uninhabited island followed by a more relaxing beach day.

Pupils are given a carefully crafted level of freedom, based on the skills that they have been taught by their instructor during the first part of the week.

We only work with one school at a time and instructors stay with the same team of pupils throughout the week.

EXPEDITION SUMMER CAMPS - From mid-July we run a series of two-week expedition summer camps for individual 14-17-year-olds from UK and abroad, spending multiple days on expedition in the mountains and on the sea.

BESPOKE ADULT COURSES - Each season we may have one or two bespoke courses for adult teams, sometimes businesspeople, Armed Forces charities or family groups.

SEA KAYAKING DAYS - We sometimes run sea kayaking days for adults and families who are not staying at the Adventure School.

QUALIFICATIONS AND STAFF TRAINING

We look for instructors **to hold ALL or AT LEAST TWO of the** following qualifications.

- 1) Summer Mountain Leader**
- 2) BC Sea Kayak Leader or Paddlesport Leader/Instructor/Coach** (with sea kayak experience) or equivalent for kayaking in sheltered waters
- 3) Rock Climbing Instructor**

An RYA Powerboat Level 2 Coastal certificate and any formal lifeguarding qualification is also useful.

Usually, two of our staff team will be insured to drive our pickup truck, which requires a normal B licence. A trailer entitlement is helpful but not necessary. Not all staff need to hold a driving licence.

If you don't have one of the key NGB qualifications listed above, we can support you through on-site training, supervised assisting, and site-specific assessment with our technical advisor, so that you can guide your group through their whole week and gain valuable logbook leadership experience.

During busier courses our team will be joined by freelance instructors who will have previously spent at least one full summer season with us.

Ridgway Adventure Limited, Ardmore, Rhiconich, By Lairg, Sutherland, Scotland IV27 4RB.

E: rebecca@ridgway-adventure.co.uk | T: +44 (0) 1971 521006 | W: www.ridgway-adventure.co.uk

Registered in Scotland Co. No. 383605 | Licensed by AALA No. R1116

TYPICAL WORKING WEEK

Our instructors work a **5½ day week**. Your 1½ days off will almost always be one block and usually the same block as the rest of the instructor team.

Many of our school courses start on a Saturday afternoon with instructors having the preceding Friday and Saturday morning off.

Our daily morning meetings during the working week are at 8am. A couple of instructors will help Mark with a morning run or swim before the meeting.

Many of our courses involve wild camping for a night, sleeping under improvised shelters on 'survival' island (where a couple of instructors are on call) and some early evening times spent preparing clients for the following day. We aim to spread the responsibility for this amongst the team so that not all staff are always required. It is expected that staff will embrace this with enthusiasm.

OTHER TASKS

As well as leading and assisting with activities, instructors are required to contribute to the day-to-day running of the Adventure School. School teams will have some light domestic duties and instructors will need to manage their teams through this process.

We have a Duty Instructor who becomes an initial point of client contact outside normal activity times and holds some additional responsibilities. This role operates amongst the instructors on a rota basis. Our summer camps in July and August will include some pastoral care responsibilities.

There will be some on-going kit preparation and maintenance and general jobs to be done around the Adventure School during the season. This may include helping Rebecca and Mark as they prepare the building for the next course.

OPPORTUNITIES FOR PERSONAL DEVELOPMENT

We try to give instructors their time off together, as much as possible, so that they can go paddling or climbing if they wish. Our sea kayaks can be used by staff during personal time, but we may put some geographic limits on use, depending on experience/qualifications.

Opportunities are available at quieter times during the season for staff training with Mark (particularly for sea kayaking) allowing experience beyond your working remit.

We often fund relevant NGB training or assessments courses over the autumn/winter for instructors returning for a second season.

STAFF ACCOMMODATION (Free)

Instructors have their own room in comfy wooden cabins on site and some additional space for storing outdoor kit.

There are two separate shower rooms for instructors and the cook to use. We have a large drying room, that is shared with course participants.

ALL MEALS (Free)

We have a cook who joins us for the season and prepares hearty breakfasts and wholesome evening meals for everyone.

Course participants and instructors make a packed lunch each day. There is often additional cooked food available for lunch for instructors, with the cook's agreement.

All meals are available for instructors on days off and can be reheated later if preferred. Instructors are responsible for their own snacks outside mealtimes.

2025 PAY AND TERMS

**from £26,000 pa pro rata (£500pw)
to £28,500 pa pro rata (£550pw)**

The exact point on that scale will depend on your qualifications and experience. This is based on a **5½ day week**.

Paid holiday worked out based on 30 days per annum pro rata. We prefer staff to take this holiday during the season, if possible, rather than being paid in lieu. Dates for this leave should be mutually agreeable to avoid the busiest weeks and discussed early with Rebecca and Mark so that appropriate arrangements can be made.

Own room accommodation and meals.

Ridgway Adventure Limited, Ardmore, Rhiconich, By Lairg, Sutherland, Scotland IV27 4RB.

E: rebecca@ridgway-adventure.co.uk | T: +44 (0) 1971 521006 | W: www.ridgway-adventure.co.uk

Registered in Scotland Co. No. 383605 | Licensed by AALA No. R1116