

## VOLUNTEER ROLE DESCRIPTION | Adventure Leader

**This is a Fire Leader role. A Fire is what British Exploring Society call a team of 8-12 Young People and 2-3 Leaders.**

Adventure and Expedition parties usually consist of 4-6 Fires and a Base Camp team led by the Chief Leader.

### Overview

In partnership with a second and possibly third Leader, you will co-lead a Fire of 8-12 young people. As the Adventure Leader you will be responsible for the adventurous activities of the Fire during UK Adventures or on Expedition, within parameters set by the Chief Leader and, where applicable, the Senior Adventure Leader.

### Senior Adventure Leader

In many cases this role will be fulfilled by the Chief Leader. The Senior Adventure Leader will have the relevant technical skills to hold overall responsibility for all adventurous activities on UK Adventures or Expedition and will offer route-planning advice and support to Adventure Leaders.

### Responsibilities

#### Before an Adventure or Expedition programme

- Attend all relevant training events in the prior to your Adventure or Expedition, including Technical Competency training. Training requirements are specific to each programme and include online and in-person residential training weekends, as well as additional training and planning relevant to your role. **All training events are mandatory.**
- Hold a recognised minimum 16-hour adventure/wilderness First Aid Qualification, and complete Mental Health Awareness CPD (provided free of charge by British Exploring Society if required).
- Plan the Fire's adventure activities in liaison with the Chief Leader, other Fire Leaders and, where applicable, Senior Adventure Leader.
- Contribute to planning, risk assessments, activity-specific guidelines and any other such documents as directed by British Exploring Society and/or the Chief Leader.

#### On an Adventure or Expedition programme

**You will take the lead on activities that relate directly to your expertise as an Adventure Leader. These duties include:**

- All responsibilities pertaining to the safety, wellbeing and development of your Fire in the field are shared with the other Fire Leader(s).
- Take the lead on activities that pertain directly to your expertise as an Adventure Leader.
- Within the remit of your professional outdoor qualifications, you will hold overall responsibility for the safety when engaging in the adventurous activities of the Fire, assisted by the other Fire Leaders.

- Train the young people, and other Leaders as necessary, in skills necessary to live and operate in an outdoor or expedition environment.

**All responsibilities relating to the safety, wellbeing and development of young people in your Fire are shared equally with the other Fire Leaders. These responsibilities include:**

- Regard it as a priority to ensure the safety of every member of the programme at all times.
- Carry out Adventure, Knowledge and Personal Development activities and facilitate learning opportunities for all young people in your Fire.
- Inspire young people to fully engage in these activities to support the aims of the programme and the mission of British Exploring Society.
- Facilitate one-to-one and team reflections with the young people in your Fire to support individual goal setting and personal development.
- Encourage positive behaviour and provide pastoral care and support to young people when required.

**After UK Adventures or Expedition**

- **Adventure Weeks and Expeditions only:** Contribute to the overall Post Expedition Report (PXR) and Expedition feedback as directed by British Exploring Society and/or Chief Leader.
- **Expedition only:** Contribute towards the development of the Area Info pack, regarding any additional information or risks that should also be included in subsequent versions.
- **Expedition only:** Attend the Expedition debrief event. This is usually a single day event held in London approximately 2 months after your return from Expedition. The day usually consists of various debriefing activities with your Fire and Expedition, followed by an evening celebration.

**Person Specification**

Essential Skills	Assessed in Your...
<a href="#">Mountain Leader (Summer)</a> qualified (awarded by MTA)	Leader Profile
An interest in youth development and experience of working with young people <sup>1</sup>	Leader Profile, Interview
High levels of integrity and sound judgement	Interview
A strong and flexible team player	Interview
Excellent interpersonal and communication skills	Interview
Strong leadership skills and the ability to inspire others	Leader Profile, Interview

<sup>1</sup> We work with a wide range of young people including those with special educational needs, low aspirations, emotional and behavioural difficulties, or specific developmental or support needs.

The ability to deal with conflict and overcome challenges	Interview
Multi-night, experience in outdoor or remote/self-supporting environment	Leader Profile, Interview
Experience of managing groups in outdoor or remote/harsh environments	Leader Profile, Interview
An enthusiasm for expeditions and the ability to convey this to young people	Interview
Recognised 16-hour adventure/wilderness First Aid Qualification (Provided free of charge by British Exploring Society if required)	Leader Profile

## Personal Attributes

Core Value	How Core Values appear as a characteristic, behaviour or competency
<b>Courage</b>	Tackles new tasks, can embrace difficult decision-making and conversations, and supports other to do the same.
<b>Self-belief</b>	Is resilient, responds well to knock-backs, relishes the opportunity to learn from mistakes.
<b>Challenge</b>	Has a can-do attitude, gets hands-on as needed, quickly learns from setbacks and adapts behaviour to drive success.
<b>Community</b>	Is an authentic, mature communicator who values a wide range of stakeholders equally.

## Safer Recruitment Requirements

British Exploring Society is committed to creating a safe environment where young people can thrive. To ensure this, all our volunteers complete an onboarding process that confirms they have the right experience, checks, and training in place before working with young people.

For this role, you will need to complete:

- **DBS check**, including an international check if you have lived outside the UK for longer than 3 months in the past 5 years.
- **Two recent references**, one of which must be a professional reference.
- **2-day British Exploring Society Leader Induction** (online). This includes safeguarding and emergency procedure training.

- **2-day British Exploring Society Leader Training** (in person). This is programme-specific training covering a range of expedition and group management skills led by professionals in your programme team.
- British Exploring Society **Standard Operating Procedures test**.
- **Mental Health First Aid** online training module provided free by British Exploring Society.
- **16 hour Outdoor First Aid** course expensable to British Exploring Society up to the value of £200. You are exempt from this requirement if you can evidence equivalent training.
- **Supporting You:** our medical and social support screening form.
- **Overseas Expeditions only:** passport checks and any required vaccinations.
- Any additional onboarding tasks as identified by British Exploring Society staff.

## Building an inclusive community of Leaders

**British Exploring Society is committed to building an executive and volunteer team that together represent a diverse variety of backgrounds, skills, and perspectives on the world. The more inclusive we are, the better we think we'll be at delivering our charitable aims.**

Our focus is on supporting those most disadvantaged in childhood and adolescence. To deliver our charitable aims, and secure our future, our actions and behaviours must support our commitment to welcoming young people, volunteers and team members from backgrounds and life experiences that reflect our aims and the changing dynamics of contemporary life. We are making good progress providing access and programmes that work for young people from right across society, but we urgently need to diversify our staff and volunteer teams. We actively seek the energy, wisdom, and challenge of those who represent the life experiences of the young people we serve, and who can increase our effectiveness as a team.

## How to apply

We recruit volunteers on a rolling basis, throughout the year.

**STEP 1:** [Express interest in leading with British Exploring Society.](#)

**STEP 2:** Complete your Leader Profile application and attend a 90-minute Introductory Webinar.

**STEP 3:** Our Expeditions team will review your Leader Profile and, if you meet our criteria, you will be invited to book a 30-minute interview.

**STEP 4:** If successful at interview, you will become a British Exploring Society Approved Leader, ready to apply to join our expeditions.