

Position Description

Outdoor Instructor (The Grange)

OVERALL PURPOSE OF THE POSITION

The primary purpose of the Outdoor Instructor is to provide group leading, teaching and instruction of students in Outdoor Education at The Grange – Barker's Education Centre, and in the field on multi day expeditions. This involves assisting the Directors of The Grange (Facilities) and (Programs), to deliver high-quality educational experiences aligned with Barker's mission, vision, and values.

The Outdoor Instructor will demonstrate strong organisational, leadership, and communication skills, with a focus on safety and operational efficiency.

PRIMARY DUTIES & RESPONSIBILITIES

Group leading and teaching secondary school student in various Outdoor Education Programs at Barker College based at The Grange campus and on expedition based out of Mount Victoria, NSW.

The facilitation and promotion of the physical, emotional and social development and ongoing pastoral care of secondary school students.

Instructing students in a wide variety of Outdoor Education activities and guiding multi night expeditions in the Blue Mountains area and other remote natural areas

Teaching students in navigation, equipment use and care, environmental awareness, local ecology, geology, geography, history, camp craft, first nations perspectives and other educational aspects.

Activity instruction and guiding in bushwalking, mountain biking, canoeing, abseiling and rock climbing.

Maintaining clear and open communication with peers and work collaboratively and professionally in a small team environment in remote areas.

Assist in the evaluation and ongoing development of program and activities, risk management, pastoral care initiatives, expedition components, learning outcomes and resource materials.

Regular monitoring, evaluation and reporting of students' learning outcomes and character development experiences both verbal and written to Barker colleagues, managers and occasionally parents.

Assisting in the development of positive student relationships and appropriate behaviour standards applicable to Barker College regarding in both residential and expedition environments.

Assistance in ongoing efficient and appropriate use, storage, maintenance and repairs of equipment and program resources at the Grange and on expeditions.

Assistance in maintaining a clean, tidy and safe working environment.

Responding to incidents and administering first aid and/or medications and accurate record keeping.

Willingness to travel to Barker College (Hornsby campus) as required to accompany students and attend various professional development days throughout the school year.

Other general duties as specified by the Directors of the Grange.

SKILLS AND KNOWLEDGE ESSENTIAL TO THE JOB

- Certificate IV in Outdoor Recreation (or equivalent)
 - Current Leaders Wilderness First Aid Certificate
 - Qualifications and experience in teaching and guiding navigation, bushwalking, mountain biking, canoeing, abseiling and other outdoor activities for groups.
 - Safety and Compliance: Knowledge of SOPs, WHS policies, and child protection procedures.
 - Educational qualifications and experience are highly desirable
 - Light Rigid (LR) or equivalent drivers' licence is highly desirable
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ESSENTIAL PERSONAL ATTRIBUTES

- Strong leadership and group management skills and experience
 - Enthusiastic and energetic educator with a genuine passion for working with groups of young people
 - Knowledge and experience in outdoor pursuits including extended expeditions in remote areas; able to complete tasks efficiently with minimal supervision in challenging conditions in remote areas
 - Understanding of and ability to manage challenging teenage behaviours
 - Personal affinity to nature based learning and environmental sustainability
 - Self-assessing to ensure consistency in achieving high performance of projects and strategic plans
 - Exceptional personal standards of honesty, integrity and professionalism
 - Safe and professional work ethic with tolerance for working with young people in dynamic workplace requirements and environments
 - Highly refined communication skills, both written and oral
 - An aptitude for problem-solving; a lateral thinker
 - Willing and able to work away from home and family for extended periods of time
 - Excellent interpersonal communication skill, both written and oral
 - Ability to support the Christian values and ethos of the School
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ACCOUNTABILITY

Child Safety

Barker College has an abiding commitment to the safety, protection and well-being of all children and young people in our care. All staff members will be held accountable for ensuring adherence to the policies of the School, in particular those relating to the safeguarding of children.

General

Breaches to a staff member's responsibilities and/or authority will be managed through the School's Disciplinary Management Procedures. This defined accountability is underpinned by Barker College's Code of Conduct and the Complaints Procedures.

Work Health and Safety

All staff members will be held accountable for their actions and omissions where it affects their own or another person's workplace safety.

SPECIAL CONDITIONS

- Prepared to undertake any additional training to complement the position
 - Requirements for multiple days and night on expedition and at the Grange on each program
 - Flexible working hours
 - 0.8 FTE permanent position
 - Commencing Term One, 2026.
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QUALIFICATIONS

- Certificate IV in Outdoor Recreation
 - Valid First Aid and CPR Certificate
 - Wilderness First Aid would be beneficial, but not essential
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ORGANISATION CHART RELATIVE TO POSITION

The Manager's Manager:	Deputy Head Student Experience
The Immediate Manager:	Joint Directors of the Grange – Programs and Facilities
This position:	Outdoor Instructor (The Grange)

APPROVAL

This position description accurately details the primary duties and responsibilities of **The Outdoor Instructor (The Grange)**

Approved by Director of The Grange - Programs on 7 November, 2025

ACCEPTANCE OF POSITION DESCRIPTION

Position description accepted by:

Name of Staff Member: _____

Signature of Staff Member: _____

Date: _____