

**SPORT NORTHERN IRELAND**  
**TOLLYMORE NATIONAL OUTDOOR CENTRE**  
**INSTRUCTOR DEVELOPMENT PROGRAMME 2016-2017**  
**PERSONNEL SPECIFICATION**

**Position Title:** Participant, Instructor Development Programme

**Reporting To:** Head of Mountaineering

**Training Allowance:** £100 per week (Accommodation and food is provided to all Instructor Development Programme Participants)

**Essential Criteria**

- \*Demonstrable experience of dealing with the public
- \*Demonstrable customer service experience
- \*Currently active as a participant in at least one of the following adventure sports:
  - Hillwalking
  - Canoeing or kayaking
  - Rockclimbing
  - Mountain Biking
  - Orienteering
- \*Must be available to work irregular and unsociable hours including overnight stays, weekends and on occasions for extended periods
- \*Must be able to live on site during the working week
- Knowledge and understanding of a range of national governing body award schemes for mountaineering, canoeing, rock climbing and mountain biking.
- Demonstrable written and oral presentation skills
- Good communication skills
- Competent in the use of Microsoft Office software
- Must be able to act on personal initiative and take decisions within agreed guidelines
- Good qualities of judgement and reasoning and ability to work under pressure
- Excellent interpersonal skills with the ability to contribute to a team
- Polite and friendly manner
- Good level of fitness

**Desirable Criteria**

- \*\*Full D1 Driving Licence
- \*\*Competent in the use of publishing/design software and content management systems such as: In Design, Adobe or Word Press.

- \*\*Completed skills and / or leadership training in one or more of the following areas:
  - Hillwalking
  - Canoeing or kayaking
  - Rockclimbing
  - Mountain Biking
  - Orienteering
- \*\*Demonstrable experience of working or assisting on adventure activity courses or programmes or similar
- \*\*Demonstrable experience of dealing with cash and using a till
- Completed leadership training in other sports

\*Only those applicants who clearly demonstrate relevant qualifications and relevant experience of essential criteria will go forward to the next stage in the recruitment and selection process.

\*\*The desirable criteria may be used for short listing if required.