

RECRUITMENT PACK



**Activities
Instructor,
Lendrick Muir**



Scripture Union Scotland is registered in Scotland as a charity (no.SCO11222)
and as a company limited by guarantee (no.SC54297).

New Olympia House, 13 Olympia Street, Glasgow, G40 3TA.
suscotland.org.uk | 0141 332 1162



Recruitment Pack

Activities Instructor, Lendrick Muir

Hello.

Thank you for taking the time to check out this new opportunity with SU Scotland.

Our shared vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

We're probably best known for our work in schools, with churches and in SU centres. not to mention our dynamic programme of holidays and camps for children in P5 through to S6 where we say to every child and young person, "You belong here."

Making the most of the stunning opportunities that Scotland's countryside affords, we use outdoor activities to build relationships with young people, enabling them to have fun, develop new skills and work together.

We are seeking applicants who have a passion for the outdoors and a desire to use their Christian faith to work with children and young people.

Please read through the enclosed recruitment pack and if you have questions about the role prior to applying, just shout.

In the meantime, be assured of our prayers for you and others giving serious consideration to whether this could be the right thing for you.

Robin



Robin MacLellan, CEO
robin.maclellan@suscotland.org.uk



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ABOUT SU SCOTLAND

Scripture Union Scotland is part of the worldwide family of Scripture Union movements that began in the nineteenth century and now operate in over 130 countries across the world.

We are a Christian charity working in partnership with local churches and other sympathetic organisations. More than 2,200 volunteers are involved in helping to run our activities, together with around 125 staff and associate workers.

- Our SU Holidays and weekends are the place to be for high energy activities, music, crafts, friends, fun, camping and a whole lot more with Magnitude. Festival adding a dynamic new dimension to the mix.
- Our residential centres are places of adventure, escape, discovery and hope, hosting thousands of school pupils on residential breaks each year.
- We work in schools throughout the academic year. SU workers and volunteers contribute to the curriculum in many of Scotland's schools.
- Our discipleship programme helps young people to grow, learn, explore and develop leadership skills.



OUR VISION & VALUES

Our vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

Everything we do is governed by two core values: [dependence on God](#) and [deepening relationships](#).

We love to see children and young people:

- **Feeling valued and accepted in every encounter with SU Scotland** being able to express their views, engage with others, and grow in confidence as they recognise and develop their abilities.
- **Exploring the key stories and events from the Bible**, reading and studying the Bible on their own and with others, and growing in their understanding of God and what it means to follow him.
- **Having opportunities to learn about Jesus**. Making the decision to follow Jesus, and having the confidence to reflect this in their choices, attitudes and actions.





OUR STRATEGY 2024+

VISION

Our vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

VALUES

Everything we do is governed by our core values of Dependence on God and Deepening Relationships

OUTCOMES

we seek for children and young people

Discover

- Discover God's love for them
- Encounter God's goodness through the service of his people
- Explore God's world

Explore

- Explore and understand the Christian faith
- Read the Bible and understand its big story

Respond

- Space to reflect and make a response to the Gospel
- Children and young people coming to faith

Flourish

- Confidence in living for Jesus and sharing faith
- Grow as a disciple and young leader
- Help disciple others

ANCHORS

As we work we will do so with:

- Bibles open – Prayer central – Ministry at the Margins prioritised – Volunteers first – Disciples making disciples – Serving churches – Residentials transforming lives

JOB OVERVIEW

Job Title: Activities Instructor

Salary: £18,643 – £19,627 (dependent upon experience) per annum plus accommodation and other benefits

Location: Lendrick Muir

Contract: Full-time, Fixed term for 3 years

Reports to: Activities Manager

Key Relationships: Centre staff teams, trainee instructors and Centre guests

Job Purpose: To deliver high quality activities from across the range provided by Lendrick Muir, adapting content and style as appropriate to meet to different needs of our guests.

To assist in the support and development of Trainee Instructors across SU Scotland centres through delivery of activity specific training and modelling of high quality activity sessions.

To articulate a personal Christian faith appropriately and in a wide variety of settings.





TASKS & RESPONSIBILITIES

Activity Delivery

- Maintain and develop professional skills, ensuring that you are able to deliver from across the range of onsite activities at Lendrick Muir
- Work with colleagues to identify the specific needs and requirements of different guests and adapt delivery of sessions accordingly
- Consistently deliver activities in line with the SU Scotland Safety Management system and current industry best practice.

Support Development of Trainee Instructors

- Work with senior activity staff to plan, prepare and deliver activity specific training as part of a wider training plan
- Work alongside trainee instructors as they learn to deliver activity sessions, observing and modelling best practice

Articulate Christian Faith

- Work closely with the wider Lendrick Muir team to communicate the Christian Faith to our guests, demonstrating sensitivity and understanding to the backgrounds and beliefs of our audience.
- Engage fully with team Bible study and prayer times and demonstrate strong commitment to growing in faith together.

Within the wider SU Scotland Holidays Programme

- To undertake activity instruction at other centres and venues used as part of the SU Holidays programme.
- To be flexible in assisting other staff and volunteers, where necessary, which may sometimes include duties different from and additional to those mentioned above, as may be determined by the Activities Manager.

OTHER REQUIREMENTS

To participate fully in the life and ministry of the Centre. This will include:

- Attend and take a share in leading staff prayer and Bible study.
- Build partnerships with existing and potential supporters to encourage prayer, giving and volunteering support for your specific role and the wider ministry of SU Scotland as appropriate to your role.
- Assist with daily operation of the centre
- Deliver activity sessions
- Act as Host providing the first point of contact for guests (on a rotational basis,) and Fire Marshall (if living onsite).

In common with all SU Scotland staff members:

- Further the aims and objectives of SU Scotland;
- Undertake personal development through active participation in annual work reviews, supervision and identified training (internal, external or other) as required;
- Take part in other SU Scotland activities where appropriate;
- Demonstrate commitment to the SU Scotland ethos, vision, values and work practices, and the wider ministry of SU in Scotland and beyond.
- To build ministry partnerships with existing and potential supporters to encourage prayer, financial giving and volunteering support for your specific role and the wider ministry of SU Scotland. The means of doing this will be tailored according to the nature of your role and personal circumstances and an action plan agreed with your line manager.

Occupational Requirement

- An Occupational Requirement applies in terms of the Equality Act (part 1, schedule 9). This post requires the occupant to have a personal faith in Jesus Christ as Saviour and Lord and to believe the Bible to be fully trustworthy, in all that it affirms, and the highest authority for faith and life in keeping with SU Scotland's statement of faith. These principles require to be applied alongside the professional skills required in this role.
- The above list is intended to give an indication of the range of duties for the role. Other tasks/responsibilities, appropriate to the remit, will be expected as required.
- The role may require weekend and evening work, as well as working outdoors in a variety of weather conditions.
- Appointment will be subject to a satisfactory PVG Scheme Disclosure.



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Work Experience		
Experience working with children and young people	✓	
Experience working in an outdoor environment	✓	
Experience working in an educational setting		✓
Evidence of being able to deliver against the range of onsite centre activities	✓	
Professional Qualifications		
At least 2 of CWI, Level 2 Bike leader, Paddlesport Leader	✓	
Additional NGB awards from: ROI, RODI, Mod water, canoe coach, L3 Mountain bike, PPE Inspection qualification, Velotech Silver		✓
IT Literate		✓
Social		
A practising Christian whose lifestyle is in keeping with SU Scotland's ethos and statement of faith, and who has an active Church connection.	✓	
Able to undertake evening and weekend duties, and act as an 'on-call' member of staff overnight.	✓	
Aptitude		
Demonstrates ability to relate with and communicate effectively to a wide range of children and young people, as well as a range of staff and volunteers.	✓	
Capable of delivering onsite centre activities	✓	
Able to supervise trainee instructors delivering activities	✓	
Able to inspect and maintain activity equipment with appropriate inductions	✓	
Other		
Full current UK Driving License	✓	
Able to undertake evening and weekend duties.	✓	
Able to demonstrate awareness of SU Scotland's activities		✓



TERMS & CONDITIONS

HOURS

The post is full time, working 37.5 hours per week. This role will require occasional evening and weekend working.

PROBATIONARY PERIOD

The first three months of your employment will be probationary. Your performance will be reviewed throughout this period. If your performance is satisfactory at the end of this period, your appointment will be confirmed. The employer reserves the right to extend your probationary period.

TERMINATION OF EMPLOYMENT

During the probationary period the notice required to be given either by you or Scripture Union Scotland to terminate your employment is one week. Except during the probationary period, the length of notice which you are obliged to give the company to terminate your employment is one month. Except during the probationary period, the length of notice which you are entitled to receive from the employer to terminate your employment is four weeks. Your employment may be terminated summarily in the event of a breach of contract by you that warrants summary dismissal.

SALARY

£18,643 – £19,647 per annum plus accommodation and other benefits. You will be paid in arrears on a monthly basis, on or before the 28th of each month.

CONTRACT TERM

Fixed term for 3 years.

PENSION ARRANGEMENTS

SU Scotland operates a Group Personal Pension Scheme for employees over 18 and under 75 years of age. An employer's contribution of between 5% and 9% of total pensionable salary will be paid (the actual amount depending on your level of employee's contribution.)

LIFE INSURANCE COVER

Life insurance cover of three times your annual salary is provided, with the premium being paid for by SU Scotland.

HOLIDAYS

The holiday year runs from 1 April to 31 March. Annual leave entitlement for a full-time post is 33 days paid holiday (this amount is inclusive of entitlement to local and national holidays). Annual leave entitlement for part-time and fixed term staff is pro-rata. Annual leave entitlement will increase with length of service.



NEXT STEPS

If you feel this role is something that God may be calling you to apply for:

- For general questions about the role, please email: fraser.morrison@suscotland.org.uk
- Complete your application on our BambooHR portal: <https://suscotland.bamboohr.com/careers/44>
- Submit your completed forms through the application portal by – 4pm, 23 May 2025
- Interview – 30 May 2025
- Start – Summer 2025

THANKS FOR YOUR INTEREST!



@suscotland    

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Scripture Union Scotland is registered with the Information Commissioner's Office under registration reference ZA356097.
SU Scotland subscribes to the United Nations Convention on the Rights of the Child, as reflected in UK law.