



SU Scotland
Gowanbank

Lead Instructor

Recruitment Pack
May 2021





Are you interested in reaching out to the children and young people of Scotland? Are you passionate about sharing your faith with young people? Here is an amazing opportunity to develop and deliver outdoor ministry at Gowanbank.

Our vision at SU Scotland is to see the children and young people of Scotland explore the Bible and respond to the significance of Jesus. In addition to our work in schools and SU Holidays, we have three residential centres, out of which Gowanbank is the newest. We have delivered school residentials for over 25 years under the brand name of Classroom Outdoors, creating a learning experience in the outdoors that complements everyday learning in the classroom.

As we look towards recovery from the impact of COVID and renewal of ministry, we believe that this role will be key in enabling outdoor ministry and safeguard the future of Gowanbank at, what we believe, is a unique time in history.

This role offers an opportunity to work at Gowanbank to help deliver in-person ministry through day camps, and schools work, youth work & other residential events.

We hope you enjoy reading through the enclosed recruitment pack and if you have further questions about the role prior to applying, feel free to get in touch in confidence.

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

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 2,000 volunteers are involved in helping to run our ministry, together with around 100 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
- 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
- We partner with **churches** across Scotland, helping them realise their vision for mission and evangelism
- We seek to **prioritise the disadvantaged** in all that we do.



Our vision and values

Our vision is to see the children and young people of 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.



Key aspects of the role

- ✓ Deliver outdoor sessions for Schools, youth groups and SU holidays
- ✓ Play an active role in the development of activities at Gowanbank
- ✓ Maintenance of activity related equipment & compliance
- ✓ Training & development



Job overview

Job Title:	Lead Instructor , Gowanbank
Salary:	£19,024 - £19,573 per annum, plus generous employer pension contributions
Location:	Gowanbank House, Darvel, KA17 0LL
Contract:	Full-time working 37.5 hours per week / 3 years Fixed Term contract
Managed by:	Centre Manager, Gowanbank

Job purpose:

We are Christians, passionate about helping the children and young people of Scotland to explore the Bible and respond to the significance of Jesus. All our work is shaped by our God given vision and values. We are committed to developing Christians who are equipped to use their God given gifts to serve in enabling us to realise SU Scotland's aims.

There have been opportunities to do ministry in the last few months and this role will be vital to Gowanbank to continue to work with Children and young people in a safe and dynamic way post COVID pandemic and as we look towards recovery.

The purpose of this role is to work as part of the staff team at Gowanbank, to deliver and develop activities both onsite & offsite to a high standard, in a way that works within our values and towards our vision at SUS.

Key relationships:

External: Service users (pupils, teachers, etc.), service providers (Councils, freelancers, etc.), other users (church leaders, youth workers, etc.)

Internal: Gowanbank Staff Team, National Ministries Team, Local Volunteers, Associate Workers, GAP year team and Lendrick Muir & Alltnacriche Activities Teams, SU Holidays, Volunteers department.

Tasks and responsibilities

Spiritual Leadership

- As a valued member of staff, to be involved in the delivery of Outdoors learning experiences at Gowanbank and, as a practising Christian, to demonstrate commitment to the SU Scotland ethos, modelling Christian lifestyle, values and work practices to staff and volunteers alike.
- Full participation in the life and ministry of SU Scotland will include:
 - Involvement in staff prayer meetings
 - Involvement at the annual staff residential conference and other staff days
 - Participation in major events both internally and externally, representing the organisation as required.

To participate fully in the life and ministry of SU Ayrshire & Gowanbank including:

As an important team player you will take an active interest in supporting all areas of the ministry at Gowanbank. This will include:

- Attending and taking a share in leading staff morning prayer/Bible study
- Deputising for the Centre Manager as and when required
- Complementing the small staff team in developing a culture of positive teamwork along with working to meet all operational requirements
- Welcoming guests to the centre
- Attending and being involved in the Ayrshire Action Group and prayer meetings

Tasks and responsibilities

Deliver activities to guests:

- Delivering sessions of the highest quality upholding the values of SUS
- Ensuring good customer service and a high level of satisfaction.
- Delivering safe sessions working within the risk assessments and the remit of your qualifications and in house sign offs and ensuring best practice in relation to child protection.
- Is professional, motivating and inspiring the small team of staff, volunteers and freelancers

Play an active part in the development of activities:

- that will increase capacity and influence the quality of guest experience.
- Thinking carefully about our users' needs and creating activities that meet them.
- Communicating these outcomes in a professional way to SU Holidays, Schools, youth groups and other users.

Being knowledgeable of the requirements for the maintenance of activity related equipment:

- Ensuring the centre is compliant with and up to date with best practice for storing, assessing, and maintaining all activity equipment

Training and development of colleagues:

- Observing Activity sessions and giving feedback to ensure a consistently high standard of provision.
- Delivering training sessions
- Focusing on personal development

Supporting other areas of the ministry:

You will explore opportunities to do ministry as they arise by

- Being part of the Day Camps / Residential weekends
- Helping with planning and preparation of joint Gowanbank / Ayrshire events – prayer days, Action Group meetings & fundraisers

Tasks and responsibilities

Play your part in support raising for SU Scotland

- promote SU Scotland's work and help encourage more prayer support
- be aware of volunteering opportunities and promote these as appropriate
- grow personal support and promote the opportunity for partnership through financial giving. Your line manager and the support development team will work with you to define what is appropriate and agree a plan with you

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.

Appointment will be subject to a satisfactory PVG Scheme Disclosure and references.

What are we looking for?

CRITERIA	NEEDED	IDEAL
Knowledge & Experience		
Experience for working with children & young people	✓	
Experience in developing young people in an outdoor environment	✓	
Previous roles may have included responsibility for operational delivery in a customer-focused environment		✓
Experience of developing outdoor session or lesson plans	✓	
Experience of developing new activities		✓
Experience of observing outdoor sessions and giving feedback		✓
Education and Qualifications		
Minimum 2 NGB's out of SPA, MTB Level 2, ML or BCU Level 2 (or equivalent)	✓	
Any further NGB's		✓
RPIOL accreditation		✓
First Aid Qualification (outdoor specific)	✓	
Social		
A practising Christian whose lifestyle is in keeping with SU Scotland's ethos and statement of faith. Must enjoy the confidence of their church	✓	
Able to establish rapport with customers and potential customers and communicating well to offer the best service we can for them	✓	
Passionate about seeing children and young people develop in an outdoor setting	✓	
Aptitude		
A Christian with spiritual maturity and passionate about exploring the Bible and sharing your faith with people of all ages	✓	
Demonstrates the capacity to represent the ministry and the wider organisation professionally to key stakeholders	✓	
Able to plan and deliver meaningful and vibrant outdoor session plans	✓	
Builds consensus and wins support for ideas, who can inspire rather than require performance of those around them	✓	
Works well under pressure, including crisis situations and makes valuable contributions	✓	
Envisioning change and having an appetite for progress and making a difference	✓	
Evidence of strong personal commitment to continuous personal development and to championing the ongoing development of colleagues	✓	
Conscientious, resourceful, reliable with high levels of initiative	✓	
Other		
Own transport and a full current driving licence	✓	
Full current driving licence with D1		✓
Able to work weekends	✓	
Able to undertake evening duties		✓
Able to demonstrate good understanding of SU Scotland	✓	
Living within proximity of the site would be an advantage		✓

Terms and conditions

HOURS

The post is full time, working 37.5 hours per week, subject to seasonal variation in accordance with the fulfilment of your responsibilities and by agreement with your line manager. May require evening and weekend working. This is a fixed term post for 3 years.

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 three months.

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 until you have been continuously employed for five years. Thereafter, you will be entitled to one week's notice for each completed year of service up to a maximum of twelve weeks.

Your employment may be terminated summarily in the event of a breach of contract by you that warrants summary dismissal.

SALARY

£19,024 - £19,573 (dependent on experience and qualification) per annum

You will be paid in arrears on a monthly basis, on or before the 28th of each month.

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.

ACCOMMODATION

Please note that staff accommodation is not provided for this role.

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.

Possible next steps...

- If you feel this role is something that God may be calling you to apply for:
 - ❑ feel free to contact Colin Campbell for an informal, confidential discussion about the role – email Gowanbank@suscotland.org.uk or call 01560 323370
 - ❑ [Download your application and equal opps form](#) (Word docs) from our website
 - ❑ Email your completed forms to hr@suscotland.org.uk
- If this is not for you, feel free to forward this pack on to someone else who you think may be well suited to applying.

Thanks for your interest!

www.suscotland.org.uk
Scottish Charity SC011222

