

RECRUITMENT PACK



Adventure Outreach Instructor Gowanbank



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

Adventure Outreach Instructor, Gowanbank

Hello.

Thank you for taking the time to check out this significant strategic Christian leadership 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."

This is a newly created role to inspire and empower young people, particularly those from disadvantaged backgrounds, through outdoor experiences to cultivate personal growth, resilience, and explore faith. We deliver engaging activity days, school residentials, and innovative events, creating environments where young people can Discover, Explore, Respond, and Flourish in their faith.

This role will extend our reach, ensuring more young people have the opportunity to encounter hope, build meaningful connections, and develop a sense of purpose in a supportive and adventurous setting. If you don't have prior experience in this area, we will provide training and guidance to equip and support you.

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

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 2,000 volunteers are involved in helping to run our activities, 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 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 young people from all backgrounds.
- 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: Adventure Outreach Instructor

Salary: £27,156 – £28,988 per annum (full time), pro rated for part time, plus generous employer pension contributions, annual leave entitlement and Employee Assistance Programme

Location: Gowanbank

Contract: 30 hrs per week / 3 years Fixed Term (open to part-time or full-time opportunities)

Managed By: Centre Director

Responsible for: Building and nurturing relationships with young people from deprived areas to expand outreach opportunities. Delivering activity days, school residentials, SU Holidays, and new events for young people, with a focus on those from disadvantaged backgrounds.

Key Relationships: **Internal:** Gowanbank team, Lendrick Muir & Alltnacriche teams, Wider SU Scotland team (e.g. Communications, Fundraising, Finance, Volunteers), Ministry at the Margins Lead and ASN Development Co-ordinator.

External: Head Teachers, Local Authorities, AHOEC, YouthLink Scotland, East Ayrshire Youthwork Network and Associate trusts.





TASKS & RESPONSIBILITIES

Job Purpose

To further the mission of SU Scotland by leading and developing outdoor activities and faith-based experiences for young people, particularly those from disadvantaged backgrounds. This role will focus on increasing priority outreach, building partnerships with schools, youth groups, and community organisations, and creating environments for young people to discover, explore, respond, and flourish in their faith.

Build Partnerships and Relationships

- Identify and build partnerships with existing and new youth work and community groups with a focus on priority groups.
- Engage with schools, charities, and community groups to identify opportunities for young people in need of support.
- Develop and maintain relationships with local authorities and other organisations to expand outreach activity delivery.

Develop and Implement New Events

- Create and deliver new events tailored to meet the specific needs of young people from disadvantaged backgrounds.
- Focus on activities that promote resilience, community-building, and faith development.
- Guide young people through the stages of the DERF (Discover, Explore, Respond, Flourish) framework, supporting their personal and spiritual journeys.
- Create environments where participants can safely explore their faith and grow in their relationship with Jesus.
- Use feedback from participants and partners to refine and improve activities.

Lead, Facilitate and Support Delivery of Events

- Organise and deliver engaging one-day outdoor activity sessions, blending adventure, team building, and faith-based discussions.
- Lead multi-day residential programmes for schools, particularly those serving disadvantaged communities.
- Actively support and participate in SU Holidays in collaboration with SU staff and volunteers.
- Integrate outdoor adventure activities with spiritual lessons, discussions, and reflections, fostering both personal and spiritual growth.
- Ensure all activities are delivered safely, according to risk assessments, and maintain a high standard of quality.

TASKS & RESPONSIBILITIES

Ministry Partner Development

- Build partnerships with potential supporters, including individuals, churches and organisations.
- Encourage prayer, giving and volunteering support for the wider SU Scotland ministry.

Support the life and Ministry of the Centre

- Participate in staff devotions, modelling a Christian lifestyle and work practices.
- Engage in other duties as needed to support the Gowanbank team.

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 need to be applied alongside the professional skills required for the role.

Additional Information

- Appointment will be subject to satisfactory PVG Scheme Disclosure.
- The above list of duties is indicative and not exhaustive. Other responsibilities may be required, as determined by the Centre Director.

OTHER REQUIREMENTS

In common with all SU Scotland staff members:

- Further the aims and activities of Scripture Union Scotland.
- Undertaking professional development through active participation in annual development reviews, supervision and internal or external training as required or individually identified.
- Attendance and full involvement at the annual staff residential conference and other staff days as they arise, taking part in planning and/or delivering activities/sessions as required.
- Taking part in other Scripture Union activities where appropriate.
- Demonstrating commitment to the SU Scotland ethos, vision, values and work practices, and the wider ministry of SU in Scotland and beyond.



PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Education and Qualifications		
2 NGB qualifications including RCI, CWA, ML, HML, Paddle sport leader, MTB Level 2	✓	
Additional NGBs		✓
First Aid Qualification (outdoor specific)		✓
Work Experience / Training		
Working with children and young people, particularly those from disadvantaged or marginalised backgrounds	✓	
Delivering outdoor activities and residential programmes, fostering safe and supportive environments for personal and spiritual growth	✓	
Planning and leading meaningful outdoor sessions independently		✓
Conducting risk assessments and adhering to health and safety in outdoor environments	✓	
Collaborating with schools, youth organisations or community groups to support youth development		✓
Passionate about advocating for appropriate training and expertise of staff to facilitate inclusion of young people from disadvantaged backgrounds	✓	
Ability to identify and build partnerships with existing and new youthwork groups, schools, etc.		✓
Social		
A practising Christian whose lifestyle aligns with SU Scotland's ethos and statement of faith, and who has an active church connection	✓	
Passionate about helping children and young people grow in their faith and personal development	✓	
Strong interpersonal skills, able to build rapport with young people, colleagues and partners	✓	
Aptitude		
Self-motivated and adaptable, able to work well under pressure and in crisis situations	✓	
Ability to relate to and communicate effectively with a wide range of children, young people, staff and volunteers	✓	
Organisational and communication skills, both written and verbal	✓	
Demonstrates strong instructional ability with a range of clients, including children and adults	✓	
Committed to inclusion, diversity and continuous personal development	✓	
Eager to champion progress and make a meaningful difference in young people's lives	✓	
Able to work as part of a team	✓	
Other		
Full current UK Driving Licence with D1 or willing to work towards D1	✓	
Willing to run expeditions and residentials to meet the aims of the role	✓	
Familiar with the work of Scripture Union Scotland		✓



TERMS & CONDITIONS

HOURS

The post is part time, working 30 hours per week. (or as agreed) This role will require occasional evening and weekend working. This is a new post with an initial fixed term of three 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 twelve weeks. 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 further 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

£27,156 – £28,988 (dependent on experience) for full time equivalent (pro rated for part time) 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.

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 colin.campbell@suscotland.org.uk
- Download your application forms from:
<https://suscotland.bamboohr.com/careers/67>
- Submit your completed forms through BambooHR before the closing date – 13 June 2025

THANKS FOR YOUR INTEREST!



SU Scotland

@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.