RECRUITMENT PACK



Instructor Development Programme
Intern and Trainee Instructor Vacancies

SU Scotland

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

JOIN OUR VISION

Equipping Young Leaders for Christian Outdoor Ministry

ABOUT SU SCOTLAND

At Scripture Union Scotland, we are more than just an organisation - we are a ministry dedicated to helping children and young people explore the Bible and respond to the significance of Jesus.

Our outdoor centres provide unique spaces for young people to grow, develop, connect with the natural world and explore the Christian faith.

OUR VISION FOR YOU

Whether you are starting your career in Christian outdoor activities or looking to deepen your experience before committing to that, we offer a pathway that goes beyond just ‘work.’

Our Intern and Trainee Instructor programmes are designed to shape your spiritual, personal and professional growth. We are passionate about investing in you, not only as a team member but as an individual. With us, you will be equipped for both leadership and discipleship, helping you grow spiritually while building essential outdoor skills to help impact the lives of young people.





OUR VALUES

- **Dependence on God:** Supporting all our work in prayer and rooting it in God's word, the Bible; keeping in step with God's Spirit as the one who brings transformation. This is at the core of all that we do.
- **Deepening Relationships:** God made us to live in relationship with him and in community with other people. We believe strong, supportive relationships help everyone grow and this value drives how we relate with each other and with our guests.

OUR GOALS

- **Development:** Your personal and professional growth is a priority. From gaining valuable qualifications to receiving mentorship and engaging in faith development, we're invested in helping you reach your full potential.
- **Serving Young People:** At SU Scotland, our primary mission is to support the growth and well-being of young people. Every activity you engage in will contribute to this larger goal.

YOUR JOURNEY

As part of the team at one of our outdoor centres - Alltnacriche, Gowanbank or Lendrick Muir, you will gain on the job experience in outdoor activities and in Christian outdoor leadership. You'll work with young people in activities such as canoeing, climbing, mountain biking, and bushcraft. But it's not just about the skills, you'll learn how to grow spiritually, relationally, and as a leader.

As well as the activity specific training and qualifications, throughout the programme you'll be part of daily team Bible studies, staff retreats, and discipleship training that will shape you as a leader in all areas of life.

As part of the wider SU Scotland team, there may be opportunities to take part in residentials and support staff across our ministry.





WHICH ROLE IS RIGHT FOR ME?

We offer two exciting pathways: the Intern Programme and the Trainee Instructor Programme. Both are designed to help you explore a career in Christian outdoor activity leadership, each with its own starting point and unique growth opportunities. As part of a centre community, you will have on the job experience in the day-to-day operations of our centres and the chance to work with children and young people, while developing essential skills in outdoor instruction.

Intern Programme

This is a 1 year voluntary programme providing a stepping stone to a career as a Christian outdoor instructor. To qualify for this programme:

- You'll have worked with children and young people in a couple of different settings
- You've enjoyed taking part in different outdoor activities
- You are connected with a local church and regularly read the Bible and meet up with other Christians
- You have a desire to help children and young people enjoy the outdoors and explore the Bible for themselves

What will the training look like?

You will spend a year with us, gaining foundational experience in activity instruction, team Bible studies, and personal faith development. By the end of your year, you will be ready to apply for the Trainee Instructor programme.

In addition to in-house training, you can expect to gain qualifications in outdoor first aid and leading archery, as well as another national qualification in an area agreed with your mentor. You will start to build up the personal experience in outdoor activities needed for activity-specific training courses, e.g Level 2 Mountain Bike Leader, Paddlesport Leader and Climbing Instructor.

What will SU Scotland provide?

Food and accommodation at one of our centres, training and mentoring as part of the team.

Trainee Instructor Programme

This is a 2 year programme for those who are ready to take on more responsibility and begin working towards National Governing Body qualifications. To qualify for this programme:

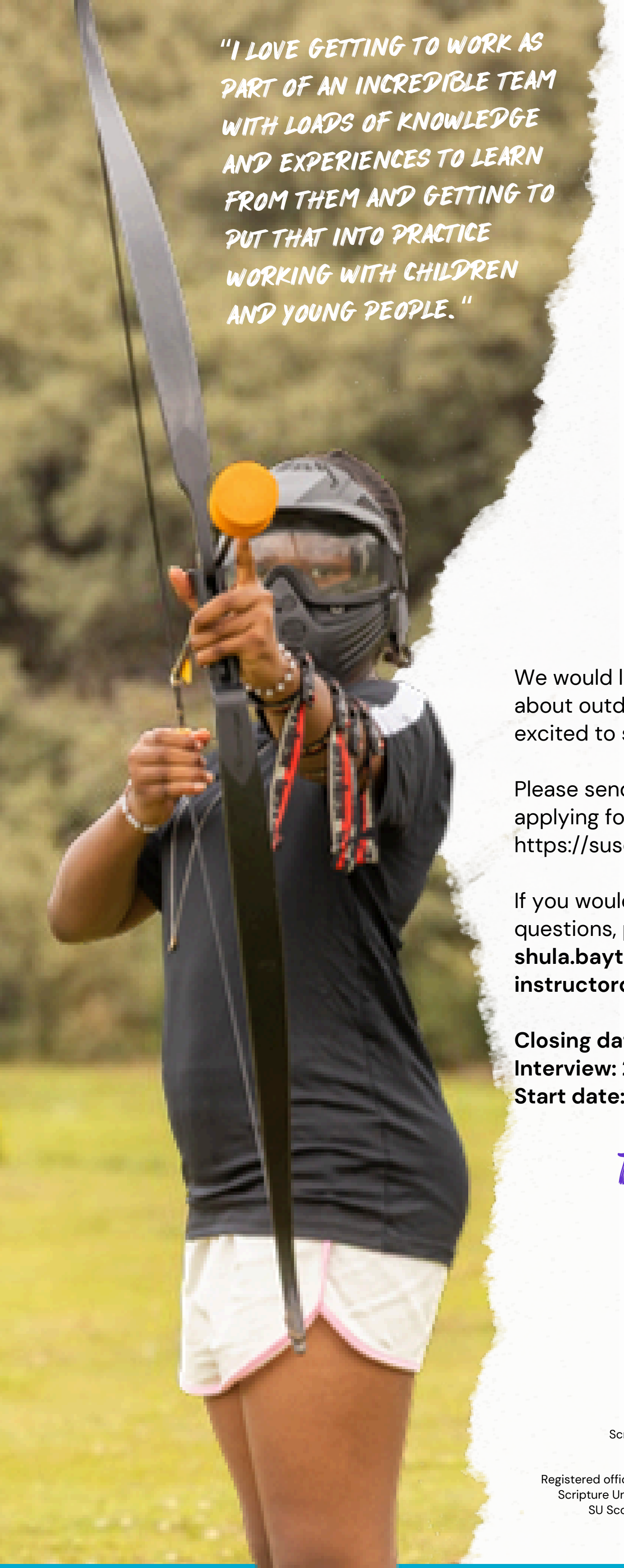
- You'll have worked with children in young people in a variety of different settings, including organising and delivering activities for them
- You have engaged with a variety of outdoor activities, taking responsibility for planning and organising some adventures and/or trips
- There is evidence of Christian growth through how you make choices about your life and you are happy to talk about your faith with others
- You have a desire to help children and young people enjoy the outdoors and explore the Bible for themselves

What will the training look like?

Over the two years, you will gain hands-on training and work towards NGB qualifications. You will deepen your understanding of the different challenges facing young people and broaden the range of young people you are able to effectively engage and develop through outdoor activities. As the instruction programme progresses you will begin to lead sessions with increased responsibility.

What will SU Scotland provide?

A monthly salary, accommodation at one of our centres and training and mentoring as part of the team.



WHY JOIN US?

- **Holistic Development:** Gain skills in Christian outdoor leadership, outdoor activities, and Christian discipleship.
- **Career Progression:** From the Intern Programme to becoming a fully qualified Christian outdoor instructor, there's a clear pathway for growth.
- **Mentorship:** Learn from experienced instructors and colleagues in the wider SU Scotland team who will guide you, both professionally and spiritually.
- **A Community That Cares:** Based at one of our centres you will be part of an intentional community which will provide you with an environment to grow.

HOW TO APPLY

We would love to hear from you if you are passionate about outdoor activities, committed to your faith, and excited to serve young people.

Please send your application indicating which role you are applying for, via the Bamboo portal: https://suscotland.bamboohr.com/careers/103

If you would like to discuss the programmes or ask any questions, please contact:
shula.bayton@suscotland.org.uk or email instructordevelopmentprogramme@suscotland.org.uk

Closing date for applications: 4pm, 12 April 2027
Interview: 21/22 April 2027 at Alltnacriche
Start date: August 2027

THANK YOU FOR YOUR INTEREST!

SU Scotland

@suscotland

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Registered office: New Olympia House, 13 Olympia Street, Glasgow G40 3TA. Telephone: 0141 332 1162
Scripture Union Scotland is registered with the Information Commissioner's Office (ZA356097).
SU Scotland subscribes to the United Nations Convention on the Rights of the Child, as reflected in UK law.