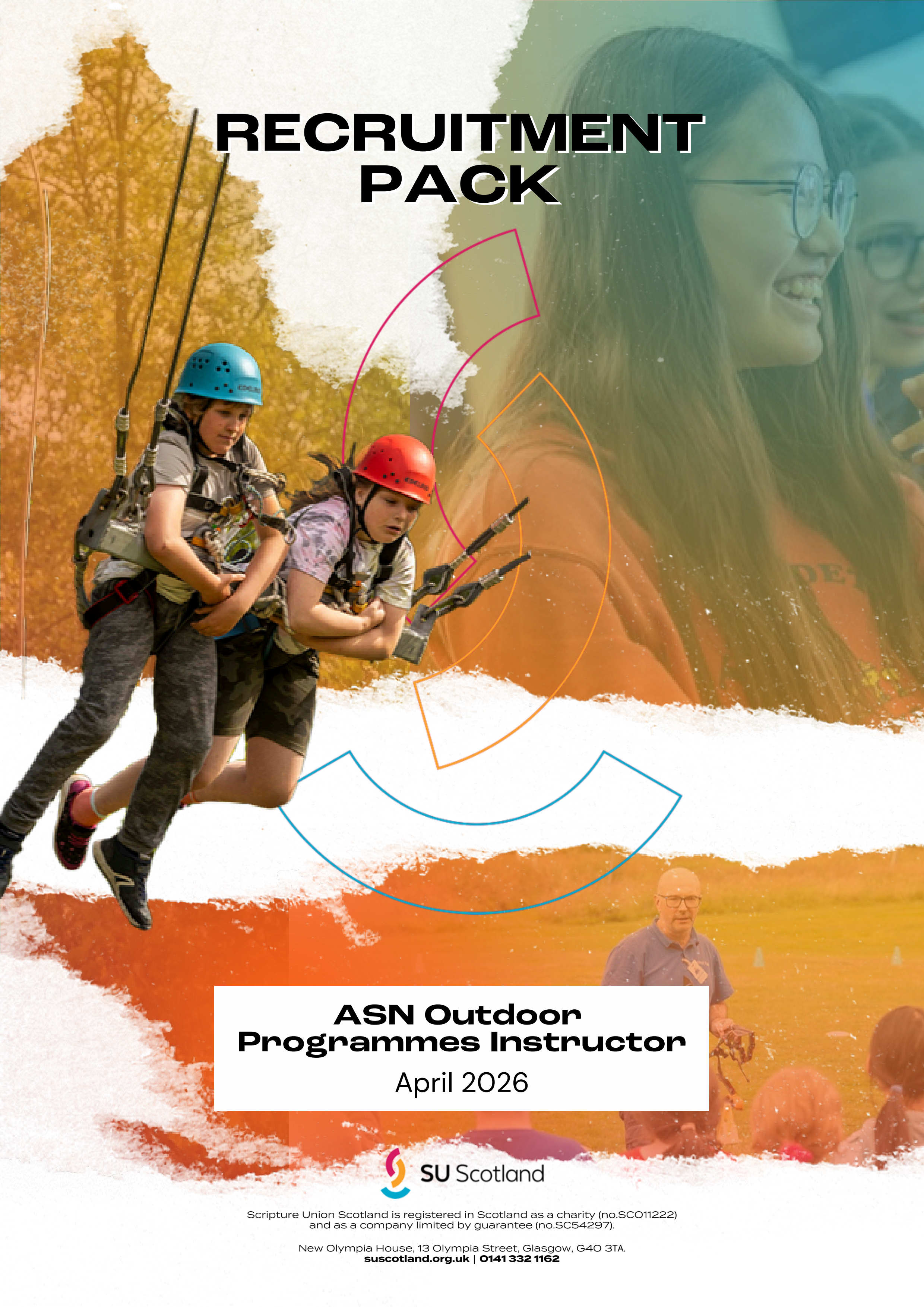
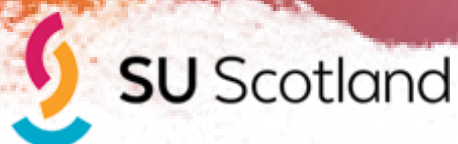


RECRUITMENT PACK



ASN Outdoor Programmes Instructor

April 2026



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

ASN Outdoor Programmes Instructor

April 2026

Hello.

Thank you for taking the time to check out this new ASN outdoor instruction opportunity with SU Scotland, based at Alltnacriche.

Our shared vision is to see every child and young people 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."

Alongside our existing residential ministry, we're establishing a dedicated strand of ministry to support children and young people who face additional support needs, trauma or barriers to social engagement.

Living on site and being part of an intentional community, you'll design and run outdoor sessions that support emotional regulation, build social connection and help young people flourish. You'll also help shape new activities and strengthen inclusive practice with the team, while building relationships with local schools and partners.

This ministry is already making a difference and we're seeking the right person to help take this forward.

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

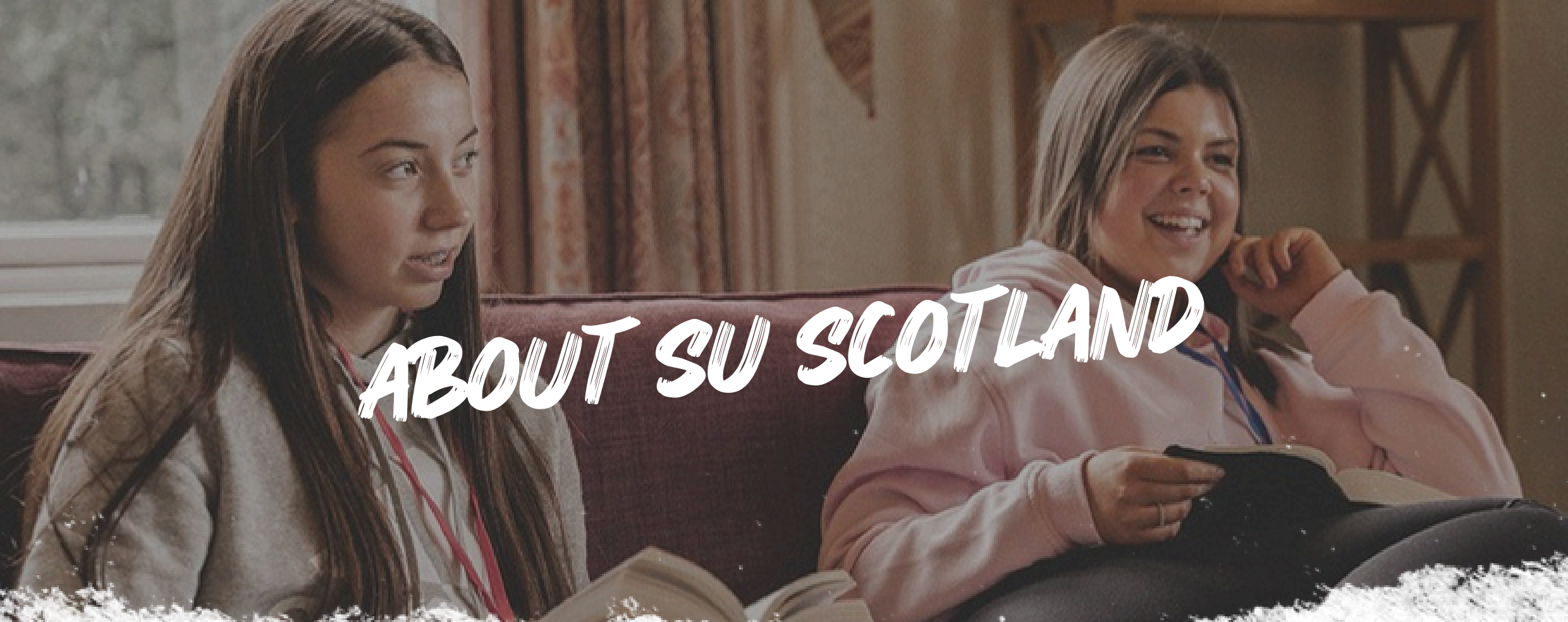


Robin MacLellan, CEO
robin.maclellan@suscotland.org.uk



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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 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: ASN Outdoor Programmes Instructor

Salary: £20,631 – £21,889 (depending upon experience) per annum, plus accommodation (which carries a value of £5,589 for pension purposes) plus generous employer pension and other benefits contributions

Location: Alltnacriche, SU Scotland's residential centre near Aviemore

Contract: Full time*/fixed-term for 3 years *Part time hours may also be considered

Managed By: Chief Instructor

Key Relationships:

Internal: Alltnacriche team, volunteers, SU Holidays team, ASN Development Lead, other centres' instruction staff

External: School staff, Local ASN coordinators, families of participants, local partners and funders.

Purpose: This post exists to deliver and develop outdoor learning initiatives that expresses SU Scotland's vision, particularly among children and young people with diverse support needs – including those with additional support needs (ASN), experiences of trauma, and social marginalisation. The initial focus will be on delivering the **Growing Together Programme** – a structured outdoor intervention that helps children build emotional regulation, social connection, and confidence through relational, values-led practice.





TASKS & RESPONSIBILITIES

Programme Delivery and Development

- Deliver outdoor instruction across Alltnacriche's wider programme for schools, youth groups, and visiting organisations, bringing inclusive and relational practice into every setting.
- Identify and respond to the additional support needs of individuals within mainstream groups, working with colleagues to ensure every participant is appropriately supported throughout their visit.
- Deliver the Growing Together Programme and other outdoor initiatives designed specifically for children and young people with additional support needs, ensuring sessions are purposeful, well-managed, and rooted in relational practice.
- Create and facilitate outdoor experiences that build emotional regulation, confidence, and a sense of belonging.
- Adapt and develop the programme in response to emerging needs and feedback from participants, families, and partners.
- When appropriate, contribute to SU Holidays hosted at Alltnacriche by supporting campers who have additional needs and sharing inclusive practice with volunteers and team members.
- Champion safeguarding, wellbeing, and good practice in all settings.

Community and Partner Engagement

- As part of our team, build on existing relationships with schools, ASN teams, and community professionals to help grow a well-regarded, embedded local service.
- Represent SU Scotland in external conversations with humility, professionalism, and purpose.

Relational Practice and Participant Support

- Build safe, consistent relationships with children and young people, responding to behaviour through a trauma-informed, relational lens that sees each individual as more than their presenting needs.
- Respond to complex needs with empathy, curiosity, and clear boundaries that promote trust and growth.
- Recognise and attend to the emotional environment of a group, noticing when individuals are struggling and adjusting your approach accordingly.
- Provide opportunities for young people to explore big questions and engage with the Bible in ways that are sensitive, invitational, and age-appropriate.

Reflective Practice and Evaluation

- Contribute to a culture of reflection and improvement, using debriefs, stakeholder feedback, and session review to inform your work.
- Help assess and evidence the impact of programmes on participants' wellbeing, relationships, and engagement with learning or faith.
- Take personal responsibility for developing your knowledge and skills in ASN inclusion, trauma-informed practice, and relational delivery through active engagement with CPD, supervision, and peer reflection.

OTHER REQUIREMENTS

To participate fully in the life and ministry of the Alltnacriche 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.
- Contribute to Alltnacriche Prayer News
- Assist with daily operation of the centre, including cleaning and rotational duty cover to support guests.

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 delivering outdoor education or experiential learning with children and young people	✓	
Experience supporting children and young people with additional support needs.	✓	
Experience developing or adapting programmes in response to need.		✓
Experience working in teams using trauma-informed or relational, needs-led approaches to children and young people with additional support needs.		✓
Experience supporting colleagues and volunteers through mentoring and role modelling		✓
Experience of working in partnership with an external organisation or provider.		✓
Professional Qualifications		
Minimum of three of the following NGB outdoor qualifications: IOL Bushcraft or equivalent Climbing Wall Instructor/Rock Climbing Instructor, Paddlesport Leader or Sheltered Water Coach, Level 2 Mountain Bike Leader, Mountain Leader (Summer) or Canoe Leader.	✓	
Current 16-hour Outdoor First Aid qualification.	✓	
Additional relevant qualifications (e.g. Forest School, Youth Work, Mental Health First Aid).		✓
Evidence of commitment to ongoing professional development in trauma-informed or inclusive outdoor practice.		✓
Character		
A practising Christian whose lifestyle is in keeping with SU Scotland's ethos and statement of faith, and who has an active Church connection.	✓	
Builds trust through patience, empathy, and a reflective, relational approach to people and challenges.	✓	
Passionate about inclusion, equity, and the transformative potential of outdoor and faith-based work.	✓	
Comfortable creating age-appropriate, invitational opportunities for young people to explore the Bible.	✓	
Aptitude		
Skilled at responding to behaviour relationally and reflectively, seeing behaviour as communication of need	✓	
Able to plan and deliver engaging, inclusive outdoor sessions.	✓	
Able to manage group dynamics and ensure emotionally safe, well-managed environments through effective safeguarding and risk awareness.	✓	
Awareness of best practice in ASN inclusion and trauma-informed care.		✓
Confidence in engaging with schools, families, or support professionals		✓
Other		
Full current UK Driving License	✓	
D1+E driving license entitlement.		✓
Able to undertake evening and weekend duties.	✓	
Willing to participate in the shared rhythms of centre life (including team prayer, Bible study, and operational support) and engage in supporter communications and prayer life appropriate to the role	✓	



TERMS & CONDITIONS

HOURS

The post is full time 37.5 hours per week with seasonal variation, worked in accordance with the needs of the role which will include evening and weekend cover on a rota. The hours are subject to variation in accordance with the fulfilment of your responsibilities and by agreement with your line manager. This is a full time, 3 year fixed term position.

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

£20,631 - £21,889 (depending upon experience) per annum, plus accommodation (which carries a value of £5,589 for pension purposes) plus generous employer pension and other benefits contributions. 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 dave.moss@suscotland.org.uk
- Download your application forms from: <https://suscotland.bamboohr.com/careers/105>
- Submit your completed forms through the application portal on BambooHR before the closing date - **4pm, 15 May 2026**
- Interviews - **18 June 2026**
- Start date - **August 2026**

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.