



JOB DESCRIPTION

Position:	Outdoor Instructor
Contract:	30 hours minimum per week, 9-months Fixed-Term contract
Reports to:	Residential and Adventure Based Education Manager
Salary:	Competitive
Location:	Dumfries House Estate, Cumnock

The King's Foundation

The King's Foundation is a charity founded by King Charles III and was first formed in 1990. Inspired by the vision and values of His Majesty, the Foundation focuses on creating better communities where people, places and the planet can coexist in harmony.

The charity offers education courses for over 15,000 students annually, health and wellbeing programmes for nearly 2,000 people every year, and spearheads placemaking and regeneration projects in the UK and overseas to revitalise communities and historic buildings.

The King's Foundation is headquartered at its flagship regeneration project, Dumfries House in Ayrshire, Scotland, and acts as custodian of other historic Royal sites including the Castle of Mey in Caithness, Scotland, and Highgrove Gardens in Gloucestershire, which are open to visitors. The Foundation also carries out its work at educational and cultural hubs in London, based at The King's Foundation School for Traditional Arts in Shoreditch, Trinity Buoy Wharf on the River Thames and the Garrison Chapel in Chelsea.

The work of The King's Foundation is underpinned by our Founder His Majesty The King's philosophy of harmony: that by understanding the balance, the order and the relationships between ourselves and the natural world we can create a more sustainable future. We have a diverse and inclusive workplace, creating a welcoming, safe space for everyone. This means that every member of our team can bring their whole self to work. We encourage qualified applicants from a wide range of backgrounds to apply to and join The King's Foundation and bring their valuable skills and experiences.

The Foundation is committed to the equal treatment of all current and prospective employees, including the provision of workplace adjustments. We do not tolerate discrimination based on protected characteristics (age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership) or other difference such as socio-economic background or social origin.

The Role:

To assist in the day to day operation of delivery of outdoor and adventurous activity at The King's Foundations residential centre at Dumfries House. You will also contribute to the overall development of outdoor learning & adventure programmes. To work in collaboration with The



King's Foundation team and the Lead Instructor in the delivery of outdoor activity sessions. To instruct, guide, lead and support participants engaged in outdoor learning programmes.

Engage with young people in a positive and supportive manner.

- Plan and deliver activities to promote learning and personal development and problem solving.
- Mentor and counsel individuals facing challenges or difficult circumstances.
- Create a safe and inclusive environment for young people to express and enjoy themselves.
- Collaborate with other professionals to address the needs of young people.
- Monitor and evaluate the progress of individuals and adjust support as needed.

Key Tasks

Specific Duties will include:

- To engage children and young people through a variety of outdoor activities, arranging and facilitating subsequent sessions.
- To establish positive and interactive relationships with young people in group and one to one settings.
- Responsibility for equipment and assisting with maintaining equipment.
- Working together with the Residential and Adventure Based Education Manager to increase and develop activities in line with the foundations strategic plan.
- Ensuring that - where appropriate - programmes have relevance to the National Curriculum.
- Follow health and safety procedures for any emergency or relevant situations as they arise.
- Maintain familiarity with The King's Foundation staff handbook
- Undertake any other duties as may reasonably be required of you in the post.

Person Specification

The essential skills, knowledge and experience required are:

- A full UK drivers licence & own transport.
- An enjoyment or passion for outdoor activities or sport.
- A willingness to learn new skills and get involved.
- To work together with the management team to provide a service appropriate to the needs of children aged 5-18 years.
- Understanding of safeguarding principles and child protection policies.
- Approachable, welcoming, professional and enthusiastic.
- Ability to lead and plan sessions, creating exciting and innovative interactive sessions.
- Professional, reliable and considerate.



Other:

- The post will be based at the Tamar Manoukian Outdoor Residential Centre, Dumfries House Estate, Cumnock, KA18 2NJ with the requirement to travel on occasion.
- Your working hours will be 30 hours per week, 4 days over 7. This will include evening and weekend working. There may be an opportunity for an occasional overnight shift.
- This is a fixed-term position for a period of 9 months.
- You must have the legal right to work in the UK.
- Occasional lone working will be required due to nature of the estate.
- This post is considered to be a regulated activity therefore any offer will be subject to a satisfactory disclosure check with the Disclosure Scotland.

Applications: Please submit a cover letter and CV (please note one A4 page maximum each for CV and letter) to Gordon Watson, email address: - hr.recruitment@kings-foundation.org and request an application form.

Closing date for applications: Friday 27th of February 2026