



# ST LAURENCE'S COLLEGE

*A Catholic College for boys in the Edmund Rice tradition*

## **OUTDOOR EDUCATION INSTRUCTOR (Casual) Position Description**

Camp Laurence is located on five hectares on the western bank of Lake Moogerah in the beautiful Scenic Rim approximately 90 minutes from Brisbane. It is an Outdoor Educational extension to St Laurence's College in South Brisbane established in 1975. We run a sequential outdoor educational program for St Laurence College students along with offering our venue to external schools.

### **1. POSITION PURPOSE**

This position supports a positive outdoor pursuit experience with activities such as bushwalking, camping, camp cooking, navigation, expedition travel, ropes courses, canoeing, rock climbing and abseiling. This position is for a person of character who is dedicated, has a strong work ethic and passionate about outdoor education.

The Outdoor Education Instructor will comply with all EREA and College policies, work to ensure that the Outdoor Education Team supports the College mission, and operates within the parameters expressed in the Charter for the Authentic Expression of Catholic Schools in the Edmund Rice tradition.

### **2. POSITION REQUIREMENTS**

- Openly support the Christian values of the College
- Implement College policies with regard to Workplace Health & Safety compliance obligations and reporting processes with regard to any injuries that may occur with students or staff
- Minimum Certificate IV in Outdoor Recreation or equivalent
- Current Blue Card (*Commission for Children and Young People and Child Guardian Act 2000*)
  - Current Wilderness First Aid Certificate
- Meet the requirements of the Selection Criteria on page 4 of this document.

### **3. POSITION RESPONSIBILITIES & DUTIES**

#### **Key Responsibilities**

- To competently facilitate and safely lead primary and secondary students on adventure based programs, both in-centre and expedition
- To support the outdoor educational principals of St Laurence's College and promote positive experiences for students.

## **Duties**

- Leading/instructing individuals or groups on a particular activity, including team building, climbing, high ropes, canoeing, etc
- Briefing participants about safety and logistics
- Designing learning resources for groups
- Delivering training sessions or lessons in the outdoors and/or in a classroom environment
- Driving groups and equipment to the activity site (often involving a trailer)
- Complying with health and safety legislation
- Carrying out and updating risk assessments
- Recording accidents/incidents and writing incident reports
- Cleaning, maintaining and preparing equipment (eg climbing ropes, canoes, etc)
- Assisting with catering and housekeeping duties
- Liaising with other outdoor users and organisations regarding local environmental conditions and site-specific issues (eg safety issues caused by rockfall)
- To facilitate activity sessions in such a way that all participants feel valued, safe and part of a team
- To take a lead in the coordination and delivery of residential outdoor education programs
- To carry out peer observations and be willing to give and receive critical feedback
- To seek to build positive relationships with groups of both young people and adults
- To undertake relevant training as and when required
- To contribute to, to comply with, all policies and Camp operating procedures.
- To work flexibly including some evenings and weekends
- Be responsible for own health and safety and for the health and safety of others in the workplace who may be affected by your acts of omissions at work
- Co-operate with the Camp Manager or other persons as far as is necessary to enable compliance with any requirements under Work Health and Safety legislation and the regulations
- Carry out all other duties and/or tasks as directed from time to time by the Camp Manager, Program Coordinator, Business Manager and/or Principal.

## **4. ORGANISATIONAL RELATIONSHIPS/EXTENT OF AUTHORITY**

This position reports to the Program Coordinator and Camp Manager, but is responsible to the Business Manager and Principal.

## **5. WORKPLACE HEALTH & SAFETY RESPONSIBILITIES**

The College is bound by the provisions of the *Work Health and Safety Act 2011* (the Act) which provides the legislative framework for workplace safety in Queensland. It is the responsibility of each employee to be familiar with the College's policies and procedures associated therewith. All Supervisors must ensure that no employee is required to undertake a task without adequate safety instructions and job specific training, but it is the responsibility of all staff to report all hazards and/or incidents/injuries that occur to the Director of Human Resources and/or Principal. Any serious breach of the Act could lead to disciplinary action.

## 6. GENERAL TERMS OF APPOINTMENT

- All employees are bound by the expectations contained in the Edmund Rice Education Australia Principles of Employment and the Vision and Mission of St Laurence's College.
- Much of the information gleaned by staff during the course of their duties is confidential and should be treated as such. Staff must not use confidential information to gain advantage for themselves, their related persons or for any other person or body, in ways, which are inconsistent with the obligation to act impartially. Nor should such information be used improperly to cause harm or detriment to any person of the College.
- All employees recognise and accept that multi skilling is an essential component of the College and all employees may be required from time to time to undertake duties that are outside their normal position description but within their skills, competency and capability.

## 7. REMUNERATION & HOURS

<b>Classification:</b>	Services Staff Award Pay Scale Level 0 or Level 1, depending on experience (between \$31.07 and \$33.88 per hour)
<b>Work hours:</b>	As per the Roster, in line with Camps/Events
<b>Tenure:</b>	Casual
<b>Terms &amp; Conditions:</b>	Please refer to letter of appointment.

## **SELECTION CRITERIA**

The following criteria will be used by the selection panel when short-listing candidates. Candidates must address each of the following Selection Criterion in their written applications:

### **Selection Criterion 1 – Qualifications/Experience**

- Minimum Certificate IV in Outdoor Recreation or equivalent
- Logged experience in at least two of the following activities: high and low ropes, abseiling, climbing, canoeing, bushwalking, mountain biking, team building/initiative sessions
- Must have a current Blue Card
- Must have a current Wilderness First Aid/CPR Certificate
- Must have a Manual Drivers Licence
- Ability to travel & stay away for extended periods (i.e. up to 5 days at a time)
- A reasonable level of fitness.

### **Selection Criterion 2 – Skills**

- Demonstrated basic computer skills in all Microsoft applications.
- Demonstrated ability and passion to work with young people
- Ability to follow established policies and procedures but also to provide and offer new alternative and effective ways of doing things
- Ability to use own judgment for tasks to ensure an effective outcome
- Ability to maintain and ensure confidentiality with all school related matters
- Ability to work autonomously, with the need of minimum supervision
- Demonstrated strong time management and organisation skills with the ability to work well under pressure and to meet deadlines; and be able to respond rapidly to change.

### **Selection Criterion 3 - Physical Demands (a medical clearance may be requested)**

- Must be able to meet the physical demands of the role to successfully perform the essential functions of this job
- Ability to push, pull, and position equipment
- This position is very active and requires prolonged standing, sitting, walking, bending, kneeling, stooping and crouching
- Must frequently lift or move heavy items
- Work in extreme heat
- Specific vision abilities required by this job include close vision, distance vision, colour vision, peripheral vision, depth perception and ability to adjust focus.

### **Selection Criterion 4 – Communication Skills**

- Strong communication and interpersonal skills - both oral and written (ability to relate well on phone and in person with parents, students and staff at all levels of the College)
- Commitment to meet quality standards; and the willingness to update their skills and knowledge on a regular basis
- Demonstrated commitment to the pastoral care of students
- Ability to work in a team environment.

### **Selection Criterion 5 – Christian Ethos**

- A personal commitment to the Mission and ethos of the College.
- An understanding of Edmund Rice, the ethos of a Catholic School in an Edmund Rice tradition
- Understanding of and ability to contribute to the mission and vision of St Laurence's College as a Catholic School.

**Candidates are required to demonstrate the context in, and degree to which, they currently, or potentially, can meet these criteria.**

## **APPLICATION PROCESS**

### **Applications should contain the following:**

1. Covering letter addressing the Selection Criteria listed on page 4 of this document; and
2. Current Curriculum Vitae.

**Note:** All applicants will be subject to EREA and legislative screening procedures and will be required to authorise such checks and provide identification. These checks are consistent with EREA's commitment to child protection policies and procedures.

### **Applications should be forwarded via email to:**

Mr Chris Leadbetter  
The Principal  
St Laurence's College  
Email: [employment@slc.qld.edu.au](mailto:employment@slc.qld.edu.au)

### **Enquiries may be directed to:**

Ms Lorraine Kopp  
Director of Human Resources  
St Laurence's College  
Phone: (07) 3010 1165  
Mobile: 0407 656 866  
Email: [lkopp@slc.qld.edu.au](mailto:lkopp@slc.qld.edu.au)

Ms Narelle Gowland  
Camp Manager  
Camp Laurence  
Mobile: 0437 752 046  
Email: [ngowland@slc.qld.edu.au](mailto:ngowland@slc.qld.edu.au)

***Applications close: 9am, Monday 11 January 2021***