

VOLUNTEER ROLE DESCRIPTION | Paddle Leader

This is a "Fire" Leader role. A "Fire" is a group of approx. 10 Young Explorers.

Expedition parties consists of up to 5 Fires, (each led by a second, and possibly third Leader) and the Base Camp team.

Overview

As a Paddle Leader you will be responsible for the safety of the group ("Fire") to which you're assigned whilst paddling and/or engaging in activities on or in the margins of the river/body of water. You will lead and manage your Fire in conjunction with at least one other expedition Leader and will operate within the parameters set by British Exploring Society, the Chief Leader and/or Senior Paddle Leader.

Senior Paddle Leader

In many cases this role will be fulfilled by the Chief Leader. The Senior Paddle Leader will have relevant technical skills to have overall responsibility for the water-based activities on expedition and will offer advice and support to Paddle Leaders with route planning. They will have experience taking groups in unfamiliar water ways with relevant Canoe qualifications to lead groups on moderate water.

Responsibilities

Pre-Expedition

- Attend all relevant training events (either online or in-person residential) in the UK prior to the expedition including Technical Competency training. UK Training requirements are specific to each expedition and may include 3-4 training weekends and/or a training week. **All training events are mandatory.**
- Contribute to planning, risk assessments, expedition-specific guidelines and similar, as appropriate and directed by British Exploring Society and/or the Chief Leader, particularly in your area of expertise.
- Plan the Fire's paddle activities in liaison with the Chief Leader, other Fire Leaders and where applicable a Senior Paddle Leader.

On Expedition

- All responsibilities pertaining to the safety, wellbeing and development of your Fire in the field are shared with the other Fire Leaders.
- Regard it as a priority to ensure the safety of each and every member of the expedition programme at all times.
- Carry out the planned adventurous and knowledge activities, facilitating learning opportunities for all Young Explorers in your Fire.
- Facilitate one-to-one and team reflections and reviews with the Young Explorers in your Fire, to support individual goal setting and personal development.

- Inspire participants to engage fully in activities to support the aims and purpose of British Exploring Society and the expedition.
- Provide behaviour management, pastoral care and support for Young Explorers in your Fire.
- Additionally, you will also take lead on activities that pertain directly to your expertise as a Leader.
- Overall responsibility for safety and adventurous water activities of the Fire, assisted by the other Fire Leaders.
- To train the Young Explorers, and other Leaders as necessary, in basic paddle skills pertinent to the proposed activity/ itinerary
- To train the Young Explorers, and other Leaders as necessary, in the methods necessary to live and operate in the expedition environment.

Post Expedition

- To produce an overview report for the activities you have been responsible for.
- Contribute to the overall post expedition report (PXR) and expedition feedback as appropriate and directed by British Exploring Society and/or Chief Leader.
- Attend the expedition debrief event & presentation. This is usually a single day event held in London approximately 2 months after your return from expedition.
- Contribute towards the development of the Area Info pack, regarding any additional information or risks that should also be included in subsequent versions.

Person Specification

*LP = Leader Profile

AD = Assessment Day

I = Interview

Essential Skills	Assessment*
Paddle Qualifications: We operation on Moderate water in Open Tandem Canoes and require a Level 2 open canoe coaching award with a relevant 4* award or the equivalent in the new UKCC qualification system guidance. <u>In addition, you must be a member of with either British Canoeing, Scottish Canoe Association, Canoe Wales, or Canoe Association of Northern Ireland</u>	LP
Experience of managing/coaching beginner groups while paddling and in remote/challenging environments	LP, I
Recognised water safety and rescue qualification(s)	LP
An interest in youth development and experience of working with young people ¹	LP, AD, I
High levels of integrity and sound judgement	AD, I
A strong and flexible team player	AD
Excellent interpersonal and communication skills	AD, I
Strong leadership skills and the ability to inspire others	LP, AD, I

¹ we work with a wide range of young people including those with special educational needs, low aspirations, emotional and behavioural difficulties or specific developmental or support needs.

The ability to deal with conflict and overcome challenges	AD, I
Multi-night, experience in outdoor or remote/self-supporting environment	LP, I
An enthusiasm for expeditions and the ability to convey this to our Young Explorers	I
Recognised 16-hour adventure/wilderness First Aid Qualification (Provided free of charge by British Exploring Society if required)	LP

Personal Attributes

Core Value	How Core Values appear as a characteristic, behaviour or competency
Courage	Tackles new tasks, can embrace difficult decision-making and conversations, and supports other to do the same.
Self-belief	Is resilient, responds well to knock backs, likes opportunities to learn from mistakes.
Challenge	Has a can-do attitude, gets hands on as needed, quickly learn from setbacks and adapt behaviour to drive success.
Community	Is an authentic, mature communicator who values a wide range of stakeholder equally.

Building an inclusive community of Leaders

British Exploring Society is committed to building an executive and volunteer team that together represent a diverse variety of backgrounds, skills, and perspectives on the world. The more inclusive we are, the better we think we'll be at delivering our charitable aims.

Our focus is on supporting those most disadvantaged in childhood and adolescence. To deliver our charitable aims, and secure our future, our actions and behaviours must support our commitment to welcoming young people, volunteers and team members from backgrounds and life experiences which reflect our aims and the changing dynamics of contemporary life. We are making good progress providing access and programmes which work for young people from right across society, but we urgently need to diversify our staff and volunteer teams. We actively seek the energy, wisdom, and challenge of those who represent the life experiences of the young people we serve, and who can increase our effectiveness as a team.

How to apply

We recruit volunteers on a rolling basis. Once you have expressed an interest, you will be invited to complete an application which will be reviewed and if successful, you will be invited to attend an online group half-day assessment.

1. [Express an interest](#).
2. Complete an application.
3. Attend an online group assessment day.