



Skills for Life Youth Support Worker/Instructor – Level 3 (Nine Ashes) What you need to know about us:

BF Adventure was established over 30 years ago and has since developed a unique 60-acre activity site near Penryn and, since 2024 delivery from the Nine Ashes Activity Centre near Bodmin. The team is highly skilled and dedicated and together, they deliver flexible, inclusive programmes of adventurous outdoor activities for children, young people and their families.

The organisation works with individuals facing a wide range of physical, learning and behavioural challenges, as well as those affected by poverty, neglect and other adverse life experiences. Through a positive, strengths-based approach, BF Adventure helps participants build skills, confidence and self-belief, and develop coping strategies to manage their mental health - empowering them to engage more positively in society.

BF Adventure's work is underpinned by a combination of youth work practice, outdoor education and trauma informed principles. This ensures all programmes are grounded in evidence-based approaches. The team brings a wealth of specialist knowledge, and a strong commitment to ongoing training and development enables the organisation to stay current with best practice and innovation.

To learn more about the impact of this work, please refer to the Social Impact Report available on the BF Adventure website.

Our mission is to **Inspire, challenge** and **motivate** people, especially young people, to develop their **life skills** and to bring about **positive change**.

BF ADVENTURE VALUES JOURNEY OF CHANGE

CHANGING PERSPECTIVES



We embrace diversity and recognise everyone has a part to play in life. No one should face discrimination and we challenge both its roots and its impact.



TRUST

At BF Adventure we believe that our environment, should be a safe space for all, igniting positive relationships based on trust and respect.

EMPOWERING

We listen to you and value your opinion. We enable you to face challenges and make informed decisions.

COLLABORATING

We believe working together achieves the best results. We actively explore new partnerships with those who share our values.



INTEGRITY

We welcome a culture of honesty and openness that allows us to learn and grow together. We do what we say!



SUSTAINABILITY

We seek to create lasting change and to consider future generations in all of our decision making.

BF Adventure | Goodygrane Activity Centre | Halvasso | Longdowns | Penryn | TR10 9BX

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inspiring

challenging

motivating

developing



Job Description

Job Title:	Skills for Life Youth Support Worker/Instructor – Level 3 (Nine Ashes)
Salary banding:	£13.45 per hour
Term:	Permanent
Hours:	3 days per week, term-time only (21 hours) (additional 2 days per week available at our Goodygrane site)
Responsible to:	Skills for Life Coordinator

Role Outline:

Role Overview – Skills for Life Youth Support Worker/Instructor

The primary role of a BF Adventure Skills for Life Youth Support Worker/Instructor is to support children and young people on a journey of change, helping them develop personal and social skills through educational outdoor activities. These sessions are delivered through one-to-one support or small group work.

Instructors are passionate about the outdoors and recognise its value as a powerful learning environment. The role provides opportunities to draw on individual skills and experience, with a strong emphasis on ongoing personal and professional development.

This role is based at Nine Ashes Activity Centre, near Bodmin.

Key Responsibilities

Level 3 Skills for Life Youth Support Worker/Instructors work in a key worker capacity, building long-term, positive relationships with young people. They collaborate closely with referral agencies and parents/carers to plan and deliver tailored provision that meets individual needs and supports holistic development.

Instructors are responsible for:

- Designing and delivering bespoke programmes aligned with the needs of individuals or groups
- Setting clear, achievable outcomes in partnership with young people and referrers
- Monitoring, evaluating, and recording progress using 'I Can' statements and online reporting tools - supporting children and young people to recognise and reflect on their personal development
- Continuously reviewing provision and adapting approaches as needed
- Working collaboratively with multi-agency partners

At the end of each programme, Instructors support young people in transitioning their progress into future settings.



Instructors are on the front line in identifying safeguarding concerns and must adhere to BF Adventure's Safeguarding Children and Vulnerable Adults Policy and Procedures at all times. They are accountable to the Skills for Life Coordinators and are required to actively engage in supervision and appraisal processes.

Active participation in Skills for Life team meetings is essential to continuously enhance and develop the provision offered by BF Adventure.

Key Tasks

- Work in line with BF Adventure's *Journey of Change*, supporting children, young people, families and vulnerable adults to make positive life changes.
- Identify the needs of allocated young people in collaboration with Skills for Life Coordinators, referral agencies and the children and young people themselves.
- Build and maintain positive, trusting relationships, enabling children and young people to define their goals, journey of change and achievable outcomes.
- Plan, deliver and develop long-term, tailored provision to support individuals and groups in line with identified needs.
- Monitor, evaluate and record progress against agreed outcomes using reporting systems and feedback tools.
- Provide examples of practice to Coordinators, marketing staff and senior managers to support grant reporting, bid writing, the Social Impact Report and promotional materials.
- Attend multi-agency meetings to develop a holistic understanding of each young person's circumstances, inform provision and support the transfer of learning into other settings.
- Safeguard the physical and mental wellbeing of service users, identifying and reporting concerns in line with BF Adventure's Safeguarding Policy.
- Communicate effectively with the wider delivery team, including mentoring and supporting Level 2 staff and volunteers.
- Engage in reflective practice to enhance professional development, contributing to team debriefs and participating in relevant training.
- Attend regular supervision sessions, annual appraisals and team meetings, demonstrating a commitment to continuous improvement.
- Promote and uphold BF Adventure's Equality, Diversity and Inclusion framework, recognising and celebrating diversity through Anti-Oppressive Practice.
- Comply with all Health and Safety procedures at all times.
- Contribute to the safe and effective delivery of activities on and off-site, including dynamic risk assessments, Area of Special Responsibilities (ASR) duties and incident reporting



Person Specification

Essential Experience and Knowledge

- Minimum of 3 years' relevant experience working with young people across a range of settings, including those who may present challenging behaviour.
- Proven ability to build positive, professional relationships and act as a strong role model for young people.
- Knowledge and understanding of Adverse Childhood Experiences (ACEs) and their impact on development, with the ability to adapt learning environments to meet these needs.
- Demonstrable experience of achieving positive outcomes when working with young people.
- Understanding of how outdoor activities and informal learning can support the development of children and young people.
- Knowledge and experience of multi-agency working, including effective information sharing.
- Commitment to personal and professional development, including reflective practice and openness to feedback.
- Experience of planning and delivering projects within set timescales.
- Ability to work independently and manage workload effectively.

Essential Skills and Qualifications

- Passion for and practical experience in outdoor adventurous activities.
- Competent in the use of ICT in a professional setting.
- Full UK driving licence and access to a vehicle for work-related travel when required.

Desirable Skills and Qualifications

- Experience of working with children and young people with disabilities and/or additional learning needs.
- Holder of at least one National Governing Body (NGB) qualification in the outdoor sector.
- Relevant first aid qualification.
- Relevant Youth Work and/or Teaching qualification (e.g. JNC Youth and Community Work, Level 2/3 Youth Work, Sports Coaching, Forest School Level 3, Counselling, or Outdoor Instructor qualifications).
- Evidence of relevant training (e.g. TISUK, Signs of Safety, Restrictive Physical Intervention, or managing behaviours that challenge).



Personal Qualities

- Commitment to BF Adventure's values, mission and objectives.
- Dedication to maintaining high standards and contributing to the continuous improvement of provision.
- Ability to build and sustain positive working relationships with colleagues, partners, volunteers and service users.
- Strong awareness of, and responsiveness to, the needs of children, young people and volunteers.
- Confidence to appropriately and professionally challenge discrimination and inequality.
- Ability to work effectively under pressure, prioritising workload within a team environment.
- Flexible and adaptable approach to working hours in line with service needs.
- Commitment to environmental responsibility, including reducing waste, conserving energy and caring for wildlife and natural surroundings.

Due to the varied and dynamic nature of BF Adventure's operations, you may be required to undertake additional duties, responsibilities and tasks, appropriate to your level of experience, training and capability, to support the safe and effective running of activities.

BF Adventure is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. This post will require an enhanced DBS check.

What next?

- Please complete the Application Form and the Equal Opportunities Monitoring Form. These forms can be found on our website. You can either use the online version or the Word format
- If you choose the Word version please save the Application Form in the following format:
Your name_S4Lapplication_date
- Please email the form to jobs@bfadventure.org with the email subject Skills for Life Instructor Application

The closing date for applications is **8th May 2026**

Interviews are scheduled to take place on **Friday 15th May 2026** although this is subject to change. Employment will commence in **June 2026**

Please do not hesitate to phone us on 01326 340912 if you have any questions.
Many thanks for your interest and we look forward to hearing from you!