



Mission Leader Job Description 2026

Contract/Employment Type: Freelance

Rate of Pay: £180 - £195* per day

* Subject to meeting experience pay-scale criteria.

Recompense: £25 per overnight duty, £25 travel contribution per camp

Payment Terms: Within 2 working days of receiving invoice

Reporting to: Senior Management Team (Operations Manager / Programme Manager)

The Role: Our Mission Leaders are the lead instructors for each camp. It is their responsibility to ensure the smooth running of the camp, deliver engaging sessions & activities as well as being the first port of call for any issues that may arise. This will range from typical camp jobs, managing a small team, group & behaviour management, session & activity delivery, administering first aid & managing incidents, relationship management with visiting trip leaders and corporate clients, supporting the Basecamp Catering Manager, ensuring the safe use and return of camp equipment and liaising stock levels onsite with the Operations Team. Onsite overnight duty is required for the duration of the camp and shared between the team. School teaching staff are expected to be available in the event of any pastoral issues.

This is an excellent opportunity for an enthusiastic and experienced outdoor professional who is passionate about the environment and experiential learning. Because of the nature of our business and our clients, it is important that you are able to function well under pressure, remain enthusiastic while dealing with students, teachers and adult groups alike, as well as external suppliers or contractors and represent the company throughout.

You will be extremely well organised, patient, with excellent communication skills and impeccable attention to detail. Negotiation and leadership skills are required, as is an openness to learning and reflecting on your work. If you have experience delivering outdoor programs, helping students re-engage with nature, facilitating team development for adult or corporate groups, bushcraft, mountain and wilderness leadership teaching and/or leading expeditions, and have a passion for the environment, then this is an ideal role.

During the daytime programme, a member of the Senior Leadership Team will always be on the estate. For any emergencies that arise overnight or outside normal programme hours, a 24-hour duty phone is in operation.

Please note that prior to booking in a candidate onto programme dates, the candidate will need to undergo an Enhanced DBS check with children's barring list or provide details to an existing certificate on the update service in line with our safeguarding policy.

Essential Requirements:

- Have an Enhanced DBS with Children's Barring List and be registered on the update service. We will need to see the original certificate.
- Have at least two years' relevant experience, including previous experience of leading school/adult groups in wilderness and/or outdoor education settings

- Have appropriate qualifications and level of expertise as required by UK law as per the activities being undertaken.
- Have familiarity with safeguarding of children and young people in an outdoor education setting.
- Hold a valid 16hr Outdoor First Aid from within the last three years, from an appropriate training provider.
- Have experience in dynamically assessing risks appropriate to the venture
- Have a recent Lv. 2 Food Hygiene certification (less than two years old).
- Able to work within the organisational framework alongside adhering to statutory legislation and organisational membership requirements at all times.
- Ability to work independently or as part of a team.

Highly Desirable:

- RLSS National Water Safety Management Programme
- Hill & Moorland or Mountain Leader qualifications
- Bushcraft & Wilderness Living qualifications (IOL Competency or appropriate Lv. 2 NCFE qualifications or higher)
- An interest in conservation, wildlife, rewilding
- Canoe / Kayak qualifications
- Food hygiene qualifications
- Field cooking experience
- Mental Health First aid training
- Off Site Safety Management Training

Qualities we are looking for:

- Someone willing to go the extra mile
- Passionate about outdoor learning
- Good group management skills
- Be outgoing, friendly and have a real enthusiasm for leading and guiding
- Good understanding of risk management
- The ability to deliver each “Mission” in an immersive, enthusiastic and ‘believable’ way
- Ensuring all participants’ physical and mental wellbeing needs are met.
- Ensure the delivery of all adventure and environment tasks in a fun, positive and safe way
- Liaise and work with the school leadership team
- Ensuring all risks assessments are followed and dynamic risk assessments are undertaken throughout the events.
- The ability to set a friendly and inclusive environment to all.
- Updating and revising risk assessments, Standard Operating Procedures SOPs policies and threat assessments, as may be necessary.