



Role Overview: MISSION LEADER (2025 Seasonal) V2.2

Contract/Employment Type: Freelance (on a camp-by-camp basis)

Rate of Pay: £170 - £185 per day + £25 travel contribution (per camp)

* Subject to meeting experience pay-scale criteria.

Payment Terms: Within 2 working days of receiving invoice.

Reporting to: Senior Management Team (Programme & Sustainability Manager and Operations 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, supporting the Basecamp Catering Manager, ensuring the safe use and return of camp equipment and liaising stock levels onsite with the Operations Team. On-site overnight duty is required for the duration of the camp though 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 and teachers, 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, bushcraft, mountain and wilderness leadership teaching, a passion for the environment, then this is an ideal role.

We will always have a member of the senior operations team on the estate if any additional support is required, and a 24hr duty phone is manned in case of emergency, incidents or safeguarding issues.

Please note for 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 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
- 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 students' 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.

How to apply:

Please submit a CV to the following address: missioncontrol@thebioasis.com with an introduction to yourself, your experiences, and how you will be able to help run immersive and life changing Bioasis missions.

We will respond to all applicants; however, we expect a high volume of responses and this may not be in a timescale that we would normally hope for. If successful, we will schedule an interview to discuss the project and opportunities further.

If you have any questions or queries please do not hesitate to get in touch.

Bioasis Mission Control

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