



### All Rounder Job Description V1.3

**Title/Role:** All-Rounder

**Contract/Employment Type:** Freelance

**Rate of Pay:** £150 - £165\* per day + £25 travel contribution per camp.

\* Subject to meeting experience pay-scale criteria.

**Payment Terms:** Within 2 working days of completion of work (provided all camp documentation complete & invoice received).

**Reporting to:** Senior Management Team (SMT – Operations Manager / Programme & Sustainability Manager)

It is possible that this role could be on an employed basis for the right candidate and subject to sufficient bookings. For more information, please contact Mission Control.

**The Role & Key Duties:** The 'All Rounder' is part of the site operations team and supports day to day logistical processes including deliveries of supplies & equipment to basecamps, movements of persons, supplies & infrastructure around site using company vehicles, supporting logistical and day to day processes at our warehouse, supports incident management & emergencies, complying with all company policies & procedures. The second part of this role is to support basecamp provision & staffing, swapping on temporarily with basecamp staff to ensure breaks & welfare where required and to be able to lead sessions in line with the Mission Assistant job specification.

This role typically will involve occasional overnight duties covering the site or spending extended periods on camp. Should there be a need for the 'All Rounder' to join a camp ie in case of basecamp staff illness or withdrawal then the pay will be adjusted accordingly to reflect the role that is filled. \*Please note that should such a case occur, pay will increase to the relevant role but will not decrease.

'All Rounder' staff/freelancers will be required to undertake all other tasks as may be reasonably required to meet the varying demands of the company.

This is an excellent opportunity for an enthusiastic and experienced outdoor professional looking to combine a good understanding of logistical processes and site maintenance with outdoor education experience.

We will always have a member of the senior operations team available on call if any additional support is required, including a 24hr duty phone in case of emergency, incidents or safeguarding issues. For our 2025 season, we may require All-Rounder roles to hold an on-site overnight duty phone, in case of emergency only, for which additional recompense will be provided.

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:

- Enhanced DBS with barring lists (on update service)
- Full UK driving licence (clean)
- Experience driving pickup trucks & ATVs in on-road & off-road environments.
- Two years' relevant experience, including previous experience of leading & managing school groups in wilderness and/or outdoor education settings.
- Valid 16hr Outdoor First Aid (Minimum) certificate, in-date and from a reputable provider.
- Food Hygiene in Catering Lv.2 from the last two years.
- FSA Allergy Awareness Certificate
- Able to work within the organisational framework alongside always adhering to statutory legislation and organisational membership requirements.
- Ability to work independently or as part of a team.
- A good knowledge of safeguarding young people in an outdoor education environment.
- The ability to set a friendly and inclusive environment to all.

### Desirable:

- 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: [ops@thebioasis.com](mailto:ops@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.

Safeguarding and ensuring the welfare of children and young people is paramount. Please be aware that this post requires satisfactory completion of an Enhanced DBS check with Children's barring lists. If you are already registered on the update service with the required level of certification then please be aware that we will



Bioasis Mission Control  
e: [missioncontrol@thebioasis.com](mailto:missioncontrol@thebioasis.com)  
w: [www.thebioasis.com](http://www.thebioasis.com)

need to see the original certificate. In addition to the above, full work history, satisfactory completion of a self-disclosure form and referencing will be required. Failure to satisfy any of the above requirements may lead to an offer of work being withdrawn. This role is exempt from the Rehabilitation of Offenders Act.

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