

Welcome to the Field Studies Council

Tutor with Field Studies Council Millport, Isle of Cumbrae, Scotland

The working pattern will be based on 37.5 hours per week from February to November and 17.5 hours per week from December to January each year.

Accommodation available

Imagine a job where you can use your environmental knowledge every day, helping to shape the minds of the new generation; a job where you work as part of a team in the great outdoors, inspiring others and developing passions for the future. Teaching with Field Studies Council gives you a role with both challenge and opportunity, and a chance to start young people on a journey of discovery that can last a lifetime. Field Studies Council are looking for people with a curiosity for the world around us, a passion for the natural history of the British Isles and an ability to enthuse and inspire others.

Included in this pack is the key information relating to our **Tutor** vacancy:

- Job Description and Person Specification
- Summary of the main terms and conditions for the post
- For information about Field Studies Council please visit www.field-studies-council.org

The closing date for receipt of your completed application is 12 midnight on 30 November 2023.

We reserve the right to close the vacancy early if we're in receipt of sufficient applications. Please apply early to avoid disappointment.

Interviews are scheduled to take place online or at Field Studies Council Millport in the week commencing 4 December 2023

Shortlisted applicants will be contacted by telephone and/or email.

If you have any queries regarding this vacancy, please call Elke Scheibler on 01475 531420.

We look forward to receiving your application.

Elke Scheibler
Residential Centre Manager

JOB DESCRIPTION

Job Title:	Tutor
FSC Grade:	Team Member
Based at:	Field Studies Council Millport, with the requirement to occasionally work at other learning locations within the Region/Group
Reports to:	Education Team Leader as part of the Education Team This post holds no line management responsibility.

Overall Job purpose:

The post-holder will develop, plan and deliver 'out-of-classroom learning' activities to a wide-ranging audience; engaging and enthusing students and assisting Field Studies Council achieve its vision to inspire everyone to be curious, knowledgeable, passionate and caring about our environment. The post-holder will be expected to lead groups of all abilities in the outdoor environment with the ability to provide an appropriate standard of care for our learners. You will also contribute to all other aspects of working in a busy residential education centre.

This is essentially an active role and will require the post-holder to be able to carry out duties associated with effectively managing groups in outdoor learning locations, which may be remote, whilst ensuring the health and safety of the group at all times, including carrying teaching equipment and safety sacks.

Key Responsibilities:

Teaching

- Developing and delivering out-of-classroom learning experiences to a wide-ranging audience of formal and informal educational groups including:
 - leading specification-based programmes in geography & biology at Key-stage 4 and A/AS level / National 4/5 and Higher/Advanced Level
 - leading Key-stage 2 & 3 / primary and lower secondary programmes with environmental, conservation and adventurous activities
 - cross-curricular environmental studies programmes at Key Stages 2 and 3
 - informal leisure-learning programmes for adult and family groups
 - supporting other courses e.g. university groups, PGCE / PGDE, etc
 - programmes for school and other local community groups
- Ensuring that - where appropriate - programmes have relevance to the Scottish curriculum for excellence, National Curriculum for England and Wales and Awarding Body Specifications /Curriculum for Excellence and SQA specifications
- Effectively integrating ICT into pre-planned activities (GIS, Excel, Smartboards and PowerPoints)
- Ensuring all resources (including shared resources) are prepared and available for the activity
- Producing plans for activities, identifying appropriate learning outcomes and liaising with accompanying staff to ensure programmes meet their requirements
- Identifying individual learning needs and planning and adapting courses to meet the needs of learners, and responding to the needs of the group by changing the pace and/or style of delivery as appropriate
- Contributing fully to the development of new teaching activities, including taking a lead role within some areas and effectively sharing and communicating ideas within the teaching team
- Delivering activities in a safe, effective and engaging manner, carrying out Risk Assessments and adapting activities where appropriate, e.g. due to sudden changes in weather or other unforeseen circumstances
- You will occasionally be required to travel and work at other nearby locations in the Region/Group.

General

- Complying with all relevant legislation / Field Studies Council Operating Codes of Practice (OCOPs) / Field Studies Council Health and Safety Handbook and Field Studies Council procedures
- Taking an active role in the learning location's duty system - this will involve staying on site on some evenings to deal with customer issues and, with the support of a Senior member of staff, respond to emergencies
- Delivering a high standard of customer service and customer care
- Ensuring the highest standards of quality are achieved in all duties carried out
- Working closely with other staff to ensure that appropriate levels of service are maintained during absences and periods of high workload
- Maintaining professional standards at all times in accordance with Field Studies Council policies
- Fulfilling your obligations under Field Studies Council's Behaviour Partnership to ensure a happy, productive working environment
- Attending staff meetings as well as Field Studies Council internal and external training as required, in order to share best practice and improve team and learning location performance, and participating fully in staff development activities (sometimes this may involve travel to other learning locations with the occasional overnight stay)
- Driving: We have a number of vehicles which you may be asked to drive. To do so, you will need to be 21 years or over, have a full valid driving licence, to have been driving for at least two years, and undertake an internal assessment on commencement in the role

Subject to meeting certain criteria, you may also be required to drive our minibuses. If you do not hold D1 entitlement and have the appropriate driving experience/certification, you may be required to undertake the relevant training upon commencement of the role

- Undertaking any other duties that may reasonably be required to ensure the smooth and efficient running of the learning location
- Undertaking any other duties that may be reasonably required to assist with other teams across the centre/region, and complying with all reasonable directions that may from time to time be given

Key Expectations:

The expectations of every employee that we regard as essential include:

- A positive and passionate work attitude
- A desire to show pride in all aspects of their work
- A flexible approach with a willingness to adapt to changes
- An ability to work using your own initiative both independently and as a competent, effective team member
- An ability to work under pressure and prioritise work to meet tight deadlines
- Always treating others with courtesy, dignity and respect
- A commitment and contribution to improving Field Studies Council's environmental performance
- A committed and proactive approach to personal development; motivated to learn new skills and overcome new challenges

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

The Field Studies Council reserves the right to vary these duties, as per the needs of the business.

Date of issue: November 2023

PERSON SPECIFICATION

Title: Tutor	Learning Location: Field Studies Council Millport
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ESSENTIAL/DESIRABLE FACTORS FOR THE POST	E	D	How is this identified?
1. QUALIFICATIONS & EXPERIENCE			
Degree or equivalent in a Science subject, Geography, Maths or Environmental Studies, or closely allied discipline	✓		Application
Previous experience of teaching/tutoring		✓	Application/Interview Presentation
Previous experience of fieldwork / teaching learning activities outdoors	✓		Application/Interview
Previous experience of the production and preparation of teaching resources	✓		Application/Interview
Experience of using interactive whiteboards, GiS, presentation software and spreadsheets		✓	Application/Interview Presentation
PGCE / PGDE or teacher training (such as the Field Studies Council Trainee Tutor Scheme)		✓	Application
Experience of delivering at a wide range of levels including GCSE or A-level /14-19 courses		✓	Application/Interview
Experience of undertaking risk assessments		✓	Application/Interview
Have supported adventurous activities sessions (such as climbing or hill walking)		✓	Application/Interview
Snorkel or Diving qualification		✓	Application
Full valid Driving Licence		✓	Application
Full D1 entitlement with minibus driving experience / certification		✓	Application
First Aid qualification		✓	Application/Interview
2. KNOWLEDGE			
Knowledge of National Curriculum & Geography and Biology Specifications / Curriculum for Excellence & Geography and Biology SQA	✓		Application/Interview
Specialism in Biology or Geography	✓		Application/Interview
3. SKILLS			
Ability to focus and stay on task in a busy environment or when working alone	✓		Application/Interview
Excellent communication skills, sensitive to the needs of others	✓		Application/Interview/ Presentation

SUMMARY OF MAIN TERMS AND CONDITIONS

Contract Term:

This is a permanent position.

Remuneration:

Grade: Team Member

Salary Grade: Scale Points 11 - 14, actual salary is £21,245 - £22,547 per annum (the full-time equivalent salary is £23,407 - £24,840 per annum). This equates to an hourly rate of £12.00 - £12.74.

The point of entry within the salary grade will be dependent upon qualifications and experience. Further incremental progression within the grade will be subject to meeting required standards and satisfactory individual performance reviews.

The salary is paid monthly in arrears by BACS transfer (each monthly payment will represent the average number of hours per week for that month, as noted below). The salary scale is reviewed annually.

It may be possible to be resident on site. If resident, a deduction equivalent to 20% of the full-time equivalent salary is taken from your gross monthly salary and you will be required to sign a residential accommodation agreement. If resident, food will be provided during the course of your duties only. Food is not included on days off and holidays.

Workwear is provided by the Field Studies Council.

Hours of work:

The post is for a total of 1770 hours of work annualised over a full year. The working pattern will be based on 37.5 hours per week from February to November and 17.5 hours per week from December to January each year. The weekly hours are based on a flexible shift pattern, this **will** fluctuate throughout the year according to business needs. This means that you may be required to work additional hours per week during busy periods and considerably less in other weeks to compensate. Evening, weekend, and Bank Holiday working will be required. You will be required to undertake evening and occasionally overnight duties. The working pattern can be discussed with you at the interview.

There is an expectation that you will occasionally have to travel to other Field Studies Council locations or meeting venues within the UK. Where this is required, this would be agreed in advance and appropriate notice would be given.

Annual & Bank Holidays:

The holiday year runs from 1 January to 31 December each year. You will accrue an entitlement to paid annual holidays equating to 28 days (excluding Bank Holidays) during a complete holiday year. Part time workers, or anyone who joins part way through the year, will receive a pro-rata of the entitlement.

In addition to the above, we recognise and reward staff loyalty by awarding additional paid leave days, based on length of service, up to a maximum cumulative total of 2 additional days paid leave (pro rata for part time workers).

Pension:

You will be eligible to join one of Field Studies Council's Pension Schemes.

Sickness:

During periods of certified sickness, you will be eligible to receive sick pay in accordance with Field Studies Council's sickness absence procedures. The payment of sick pay is subject to compliance with Field Studies Council's rules for the notification and verification of sickness absence, details of which will be provided to you upon commencement of employment.

Additional Employee Benefits:

These include Life Assurance*, a Health Cash Plan with Westfield Health* and a 24hr Counselling Helpline Service (*exclusions apply). Further details are given on appointment, as applicable, or are available by contacting Human Resources at Field Studies Council Head Office on 01743 852119.

Probationary Period:

This post has a six-month probationary period, during which your suitability for the post will be assessed.

Post Classification / Criminal Records Check Requirements:

This post has been classified as being **exempt** from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). You will therefore be required to disclose any convictions, cautions, reprimands, or final warnings which are NOT protected as defined under the Act, and to undertake a **PVG Scheme check for regulated work with children** with Disclosure Scotland.