All staff must have a personal faith in Jesus Christ and believe the Bible to be trustworthy and the highest authority for Faith and Life.

It is essential that you are committed to Teen Ranch Scotland’s Statement of Faith, working principles and vision and are able to demonstrate this through your dedication and motivation.

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| JOB TITLE: | **Programmer** |
| CONTRACT TERM:  WAGES: | Minimum of one year  Teen Ranch does not pay minimum wage. (National Minimum Wage Act 1998, section 44A)  An Allowance of £100 per week is given to full-time workers. In the event that TRS has no available funds and the allowance cannot be paid weekly the total sum in arrears will be calculated and paid as funds are available. |
| ACCOMODATION  ROLE: | The post is residential. Accommodation will be provided and may be shared. Facilities, Kitchen and lounge areas are communal. Some meals are provided.  To organise and deliver the activity programme during camps including liaising with other managers and to maintain programme equipment. |
| DUTIES: | * Take part in Devotions * Organise Programme Schedule for Camps * Direct Liaison with Campers * Organise Supervision of activities excluding Canoeing/Kayaking and Horses. * Maintain Camp Discipline * Attend management meetings * Maintain all activity equipment excluding equestrian activity * Devise and deliver additional activities such as evening games and sports. * Train staff and volunteers in supervision. * Write and maintain Risk Assessments for Programme activities excluding Equestrian Activity |
| ADDITIONAL DUTIES: | * As a part of Teen Ranch Staff you may be rostered on to other duties during camps including any activity related supervision after training and leading and other work areas such as Kitchen, House, Roustabout and Work Party. |
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**Personal Specification/Job Requirements**

**Essentials**

1. All staff must have a personal faith in Jesus Christ and believe the Bible to be trustworthy and the highest authority for Faith and Life. It is essential that you are committed to Teen Ranch Scotland’s Statement of Faith, working principles and vision and are able to demonstrate this through your dedication and motivation.
2. Must be able to work well as part of a team.
3. Must be able and willing to communicate well with colleagues, supervisors, clients including young people and those external to the organisation.
4. Must agree to adhere to safe practice.
5. Must be flexible and adaptable and have a Positive, Patient and calm approach to their work.
6. This is a physically demanding role that requires working outside in all weathers and conditions.
7. Must be willing to work unsociable hours.
8. Must have good organisational skills and be able to organise and supervise volunteers and other staff.
9. The Applicant can only be accepted after PVG check has been completed and the applicant deemed suitable to work with children, young people and vulnerable adults.
10. Have and show enthusiasm for sporting activities.

**Desirables**

1. Have a good knowledge of the working of Teen Ranch Scotland.
2. Experience working in an Outdoor Activity setting.
3. Experience working with young people and children.
4. Have experience dealing with bike maintenance.
5. Hold a UK gun licence.
6. Hold a British Canoe Union (BCU) 2 star kayaking qualification or Paddles Sport Leader
7. Have a Grand National Archery Society (GNAS) leadership qualification.