



**GORDONSTOUN**

Broader experiences, broader minds.

### **SAIL TRAINING - PRINCIPAL SKIPPER**

**Reports to:** Assistant Head Broder Curriculum

**Job Purpose:** Gordonstoun has been leading the way in character education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you. The key focus of this role is to enthuse students and promote the importance of sail training to the young people of Gordonstoun. Through your outstanding practice you will support students in stretching themselves, reaching beyond their comfort zone and embrace challenge.

#### **Responsibilities of all members of staff:**

- Comply with Gordonstoun's policies and procedures on Child Protection and Health and Safety.
- Contribute in a positive way to the ethos of the school in line with Gordonstoun's values: Safe; Positive; Improving.
- Carry out any other task as required from time to time in order to support the School.

#### **Major responsibilities of the role:**

- Act as the Principal Skipper on board Ocean Spirit of Moray, usually working on board for three weeks in every four during the sailing season.
- Be responsible for the delivery and development of Sail Training ensuring voyages are safe, challenging, enjoyable and promote character development.
- Be responsible for Safety Management Systems on board and for all activities associated with Sail Training including ensuring all safety reporting procedures are implemented, safety briefings for staff and students are completed and relevant logbooks are correctly maintained.
- Act as Vessel Manager, responsible for the technical management of Ocean Spirit including the winter refit programme, the ongoing maintenance and improvement programme, repair of accidental damage and ensuring the condition of the vessel meets the standards set down by the MCA and other regulatory authorities.
- Alongside the Sail Training Operations and Training Manager act as the line manager to a share of the Sail Training staff.
- Liaise with the Sail Training Operations and Training Manager to ensure the effective delivery of Sail Training voyages and shore leave.
- Support promotional events or voyages aboard Ocean Spirit and be an ambassador for the school in every port visited.

- In conjunction with the Sail Training Operations and Training Manager lead the induction and training for staff.
- Liaise with the Healthcare Centre and pastoral leads to determine how to support students with health and wellbeing needs.
- Work with the Operations and Training Manager to produce and deliver an annual maintenance and refit plan for Ocean Spirit.
- Produce formal written reports about students as part of the school's reporting system.

## PERSON SPECIFICATION

Attributes	Essential	Desirable	Assessment Method
Experience	<ul style="list-style-type: none"> <li>• Current practitioner with ongoing or recent experience as Skipper aboard Sail Training vessels over 20m, including extended international voyages.</li> <li>• Experience of working with young people at sea.</li> <li>• Experience of managing teams.</li> <li>• Experience of vessel Safety Management Systems,</li> <li>• Experience of maintaining inspection and maintenance records.</li> <li>• Experience of ensuring compliance with the requirements of regulatory authorities.</li> </ul>	<ul style="list-style-type: none"> <li>• Led the development and delivery of a Sail Training programme.</li> <li>• Current or recent engagement with the wider Sail Training Industry.</li> <li>• Experience of participation in Sail Training events both on and off the water (e.g. Sail Training races &amp; rallies and conferences).</li> <li>• Experience of instructing in Keelboats and/or traditionally rigged vessels.</li> </ul>	Application form Sight of qualifications at interview
Qualifications	<ul style="list-style-type: none"> <li>• Commercially endorsed RYA Yachtmaster Ocean Instructor</li> <li>• MCA ENG1 Certificate of medical fitness.</li> <li>• STCW Medical Care or Medical First Aid certificate.</li> <li>• RYA Power Boat 2.</li> <li>• RYA Safety Boat Certificate.</li> </ul>	<ul style="list-style-type: none"> <li>• RYA Keelboat Instructor.</li> <li>• Full UK driving license.</li> </ul>	Application form Sight of qualifications at interview
Skills and experience	<ul style="list-style-type: none"> <li>• Excellent IT skills, including proficiency in all MS Office applications.</li> <li>• Excellent communication and interpersonal skills.</li> <li>• Ability to assess and appraise student achievement and lead the onboard debriefing of students and staff.</li> <li>• Ability to organise and teach groups of students at all levels of ability.</li> <li>• Ability to motivate students in challenging situations.</li> </ul>	<ul style="list-style-type: none"> <li>• Hands on practical experience of the maintenance and repair of boat systems including Engines &amp; Generators, electrical systems, Rig and Deck gear, Structural repairs (GRP, Gelcoat etc.), Desalination &amp; heating systems, Paint &amp; Varnish</li> </ul>	Application form References Interview Task
Personal skills and qualities	<ul style="list-style-type: none"> <li>• Conscientious and diligent, with excellent attention to detail.</li> <li>• Enthusiastic, diplomatic and calm under pressure.</li> <li>• A proven track record of strong working relationships with students, colleagues and customers.</li> <li>• A positive and proactive attitude to manage a high volume of work.</li> <li>• Flexible, with a can-do attitude.</li> <li>• Someone who creates a positive and cooperative working environment.</li> <li>• A commitment to Gordonstoun's unique educational ethos.</li> <li>• A commitment to doing the best for students from diverse cultural backgrounds.</li> </ul>		Interview Task
Child protection	<ul style="list-style-type: none"> <li>• Suitable to work with children</li> <li>• A full PVG check will be completed on the successful candidate</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with children and young people</li> </ul>	References PVG check