



Group Leader 10+ Job Description

Work Hours: 08:30 – 17:30

Contract Type: Seasonal Fixed term.

Salary: £516.78 - £663.48 salary per week (*dependent on age, experience, and qualifications*).
(February Half Term Contracts to be issued on 2025 wage level. 2026 wage level effective from 1st April.)

Reportable to: Camp Senior Team, Area Manager and Central Office

Barracudas is fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and act in the best interests of children at all times. Adhering to our safeguarding policies and procedures including safer recruitment practices, staff should play an active role in creating a supportive, safe, and protective environment for all children and young people.

About Us

Barracudas is the UK's leading provider of children's holiday camps, helping young people build confidence, develop new skills and make new friends through a wide range of activities. With 45+ camp locations across the UK, we offer exciting programmes including Sports, Arts & Crafts, Drama and more. We are committed to creating an inclusive environment where every child feels supported and valued. Safeguarding and wellbeing are at the heart of everything we do.

Role Purpose

Group Leaders (10+) play a vital role in supporting older children at camp, creating a safe, structured, and engaging environment tailored to their age group. By delivering exciting activities, managing behaviour positively and building strong relationships, they help children aged 10–14 feel confident, included, and motivated to take part. Through clear communication, active supervision and a supportive approach, Group Leaders ensure every child enjoys a rewarding and memorable camp experience.

Key Responsibilities

1. Set up and maintain a welcoming base room, ensuring it is tidy, organised and inviting for children.
2. Follow all policies and procedures to ensure a safe, enjoyable environment throughout the day.
3. Deliver the daily activity timetable, ensuring children experience the full variety of sessions promised by Barracudas.
4. Plan and deliver structured, age-appropriate activities using available resources and adapting ideas to suit older groups.
5. Actively supervise children at all times, including during transitions, breaks and lunch periods.
6. Get to know each child as an individual, incorporating their interests into their day to enhance engagement and enjoyment.
7. Work collaboratively with other staff, supporting colleagues to deliver high-quality sessions.
8. Encourage participation and positive behaviour, helping children feel confident and involved.
9. Manage challenging behaviour appropriately, using strategies suited to children aged 10+.
10. Ensure the safe use of equipment during all activities.
11. Uphold safeguarding responsibilities, reporting concerns immediately to the Senior Team or Designated Safeguarding Lead.
12. Carry out additional duties as required, in line with the needs of the camp and the organisation's objectives.
13. Support additional camp activities, including Skills Builder sessions (where required) and swimming sessions – you'll need to bring swimwear and a spare t-shirt will be available at camp.

Requirements

Essentials

- Experience working with children aged 10+ in a school, club, camp, or similar setting.
- Ability to plan and deliver engaging, age-appropriate activities for older children.
- Strong communication skills and a warm, enthusiastic, and supportive approach
- Confident supervising groups and responding calmly to unexpected situations.
- Able to build positive relationships and encourage participation from children of varied ages.
- Organised, proactive and able to use initiative when preparing and delivering sessions.
- Able to adapt to changing situations and manage behaviour positively.
- A proactive approach to safeguarding, inclusion, and wellbeing

Desirables

- Qualifications or training in sports, arts, dance, or drama
- Experience supporting children with additional needs.
- Experience delivering structured sessions (sports, arts & crafts, games, drama, team challenges, etc).
- Paediatric First Aid qualification
- Safeguarding training or certificate

Employment in this role is subject to completing all pre-employment requirements, including being aged 18 or over by the start date, providing proof of eligibility to work in the UK, supplying satisfactory references, and holding or obtaining an Enhanced DBS check. All staff must complete mandatory training, including online modules, an in-person Induction Training Day and any additional role-specific briefings delivered by Central Office.

This role involves working with children and is exempt from the Rehabilitation of Offenders act 1974. A successful applicant will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check, including a check of the children's barred list. Applicants are not required to disclose convictions or cautions that are considered "protected" under the Rehabilitation of Offenders act 1974 (Exceptions) order 1975 (amended in 2013 & 2020). This information will not be taken into account. Guidance on protected convictions and cautions is available from the Ministry of Justice.