



## Senior Sports Instructor Job Description

**Work Hours:** 07:30-17:30, Monday-Friday (*Total hours will not exceed 47.5 hours per week*)

**Contract Type:** Season Fixed Term

**Salary:** £601.54 - £745.27 salary per week (dependant on age, experience, qualifications and camp size).  
(February Half Term Contracts to be issued on 2025 wage level. 2026 wage level effective from 1st April.)

**Reportable to:** Camp Manager, 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**

The Senior Sports Instructor leads the planning, organisation and delivery of the activity programme at camp. They ensure activities are safe, engaging and age-appropriate, while supporting staff to deliver high-quality sessions. Through strong leadership, sporting expertise and effective communication, the SSI helps maintain smooth daily operations, supports the wider camp team and contributes to a positive, inclusive environment for every child.

### **Key Responsibilities**

#### **Leadership & Daily Operations**

- Support and/or deliver Induction Training and assist with Set Up Days to ensure camp is fully prepared.
- Organise a varied, age-appropriate sports timetable that makes full use of equipment and facilities.
- Coordinate Early and Late Club sessions, including staffing and activity timetabling.
- Oversee paperwork and support Specialist Instructors (Multi-Activity, Fencing+, Lifeguards).
- Ensure base rooms and activity spaces are tidy, hazard-free and well-organised.

#### **Activity Delivery & Quality Assurance**

- Use sporting knowledge to guide staff on delivery techniques, safety and activity enhancement.
- Demonstrate new activities to General Staff to build confidence and ensure consistent delivery.
- Timetable Skill Builders courses and ensure content is delivered correctly.

*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.*



## **Safeguarding & Welfare**

- Report child protection concerns to the Designated Person on camp or at Central Office.
- Ensure staff are aware of children's welfare and supporting reasonable adjustments where required.

## **Health & Safety**

- Enforce Health & Safety procedures, ensuring safe systems of work are followed at all times.
- Complete required paperwork, including high-risk activity forms and daily checks.
- Be proactive and diligent in identifying and addressing safety concerns.

## **Staff Support & Development**

- Support staff in sessions when needed, ensuring high standards of supervision and delivery.
- Provide guidance and feedback to staff delivering sports activities.
- Contribute to end-of-season performance evaluations for staff members.

## **Parent & Stakeholder Communication**

- Liaise professionally with parents and guardians, addressing queries and concerns.
- Provide updates to Area Managers and Central Office as required.

## **Administration & Compliance**

- Maintain accurate administrative records in line with Barracudas procedures.
- Prepare for Induction Training using relevant manuals and resources.
- Coordinate end-of-camp pack-up, ensuring the site is left clean, organised and secure.
- 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.
- Carry out additional duties as required in line with camp needs and organisational objectives.
- Be included in ratio when required, depending on camp numbers (as advised by Central Office).

## **Requirements**

### **Essentials**

- Sporting or coaching experience (ideally with children) and/or experience leading a team.
- Strong communication, organisational and leadership skills.
- Ability to support staff with activity delivery, safety and behaviour management.
- Experience using Microsoft Excel, Word and general Office 365 tools.

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### Desirables

- Barracudas Multi-Activity qualification (training available).
- Experience supervising or supporting staff.
- Paediatric First Aid qualification.
- Safeguarding training or certificate.
- Experience planning or delivering sports programmes in a childcare or activity setting.

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 Senior staff must complete mandatory training, including online modules, an in-person Induction Training Day and any additional role-specific briefings delivered by Central Office.

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