



**Outdoor Activity Instructor
Level 3 Apprenticeship**

Start: February 2026

Level 3 Outdoor Activity Instructor Apprentice

Location: Skern Lodge & The Ultimate Adventure Centre, North Devon

Reports to: Chief Instructor

Salary: In line with Government recommendations

Department: Operations

Launch Your Outdoor Career in North Devon

Are you 18 or over with a passion for the outdoors? Ready to start a professional career in the adventure and outdoor education industry? This Level 3 Outdoor Activity Instructor Apprenticeship offers hands-on experience, formal training, and a clear path into a rewarding, long-term career.

This apprenticeship will involve working across both Skern Lodge and The Ultimate Adventure Centre — two of Devon's leading outdoor centres, owned and operated by the Skern Group. Located near Bideford, in an Area of Outstanding Natural Beauty on a world-famous coastline, both centres offer an exceptional environment for outdoor learning and adventure.

About the Apprenticeship

Starting in March 2026, this 9-month Level 3 Outdoor Apprenticeship combines practical instruction with formal study to build your knowledge, skills, and behaviours (KSBs) for a lasting career in the outdoor industry.

Early in your apprenticeship, you'll support experienced instructors on sessions, interact with clients, and develop a strong foundation to lead activities independently. You'll also complete formal learning through one-to-one teaching, group sessions, tutorials, and e-learning.

The role is based on an average of 43 hours per week, which may include days, evenings, nights, and weekends. Time will be allocated throughout the year for formal learning.

What You'll Gain

- **Professional Qualifications** – Work towards recognised awards in a range of adventurous activities, including climbing, kayaking, and coasteering.
- **Expert Mentorship** – Learn directly from experienced outdoor professionals committed to your growth and development.
- **Earn While You Learn** – Receive a wage in line with the National Minimum Apprenticeship Rate, based on your age.
- **Accommodation Provided** – On-site living available, making relocation simple and affordable.

Key Responsibilities

- Take ownership of your learning and actively seek opportunities to develop your skills.
- Follow risk assessments, operating procedures, and training to ensure best practice.
- Uphold all company policies and procedures.
- Support instructors during sessions, working towards leading sessions independently.
- Maintain a professional and positive relationship with clients and colleagues.

What We're Looking For

- Physically fit and able to carry out the demands of the role.
- A genuine enthusiasm for the outdoors and adventurous activities.
- Confident communicating with a wide range of people.
- Punctual, reliable, adaptable, and eager to learn.
- Aged 18 or over before the apprenticeship start date.
- Hold a pass in English and Maths or equivalent (Functional Skills).

About Skern Group

Skern Group is a leading organisation in outdoor learning and adventure training. It owns and operates Skern Lodge and The Ultimate Adventure Centre in North Devon, offering high-quality outdoor education, professional training, and apprenticeship programmes that develop future leaders in the industry.

Start Your Adventure

Don't just get a job — start building a career in outdoor adventure and education with Skern Lodge, The Ultimate Adventure Centre, and the Skern Group.

Applications are open now for a February 2026 start.