

LEAD INSTRUCTOR

Permanent, full-time position

Starting salary: £28,348.42 per annum

Application deadline: Tuesday 10th November 2026

Interviews: Tuesday 24th November 2026 (subject to availability)

Christian Youth Enterprises (CYE) is looking for an experienced and enthusiastic outdoor instructor who is passionate about developing people and sharing the Christian message. If you enjoy leading excellent outdoor activities, investing in others and being part of a close-knit Christian community, this could be the role for you!

As a **Lead Instructor**, you will be at the heart of CYE's activity programme, delivering safe, engaging and memorable experiences for a wide variety of guests. You will help maintain and improve our activity standards, lead events, manage and develop members of the Activity Team, and contribute to the ongoing growth of the organisation.

A significant part of the role involves investing in people. You will line manage and support members of the Activity Team, helping them grow professionally, personally and spiritually. You will also lead our staff sail training programme and contribute to the development of our Trainee Activity Leaders, helping equip the next generation of outdoor instructors and Christian leaders. Working alongside the Operations Team, you will help shape and improve our activities, lead projects and ensure that CYE continues to deliver excellent experiences for our guests.

Depending on your skills and experience, there may also be opportunities to take on additional responsibilities, such as supporting work experience students, overseeing elements of Schools Ministry and Christmas Outreach, or developing our Outdoor Adventurous Activities (OAA) programme with schools and colleges.

CYE is a vibrant Christian charity based in Chichester Harbour, seeking to develop children and young people physically, mentally, spiritually and emotionally through outdoor adventurous activities. We are known for our excellent activities, high-quality catering, life-changing residential events and inclusive family culture, built around our close-knit staff team.

We also run an annual Trainee Activity Leader programme for young people aged 18–25, equipping them to become Paddle Sport and Dinghy Instructors through practical training, leadership opportunities and a structured discipleship programme. As a Lead Instructor, you will play an important role in shaping and supporting these future leaders.

Faith is central to life and work at CYE. We are looking for someone committed to growing in their own relationship with God, valuing Christian fellowship and helping others explore faith. You will contribute to staff discipleship, seek opportunities to share the gospel in an engaging and sensitive way, and model Christian faith through your relationships with colleagues and guests.

CYE offers a unique working environment, with its location in the heart of Chichester Harbour, close community and life-changing vision. You can expect opportunities to develop professionally, learn new skills and take on meaningful responsibilities, while working alongside a team passionate about helping both staff and guests grow.

If you combine experience in outdoor activities with a heart for leadership, a commitment to developing others and a desire to contribute to CYE's Christian vision, we would love to hear from you.

Person Specification

Essential	Desirable
RYA Senior Instructor	RYA Powerboat Instructor
Experience of instructing in an outdoor activity centre (minimum 2 years)	RYA Advanced Instructor
Proven commitment to discipleship and an active Christian faith	BC Level 2 Paddling Coach
Proven ability to take initiative and manage change through to successful completion	Experience of working in multiple activity settings, including experience of RYA and BC training schemes
Experience in youth work with 8–18 year olds	Experience in leading short devotions or bible studies
Personally well-organised and able to teach others this skill	Experience with coaching adults
Articulate and capable communicator and presenter	
Up-to-date understanding of national governing body requirements for outdoor centres in the UK	
Knowledge of relevant available water sports equipment	

For more information, please email: jobs@cye.org.uk

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