# **Overview of skills & experience for Outward Bound NZ Kaiako / Instructors**A black and white logo AI-generated content may be incorrect.

This table outlines the desirable level of skill and experience you might have.

**Note:** it is not expected that new Kaiako will have all of these skills and experience.

The biggest 3 areas we operate in are the Ngahere/Bush, Moana/Sea (sailing), and Tātahi/Whitewater Kayaking. We would like people to have solid experience and skill in 2 of those 3 areas to minimise the growth needed in a new Kaiako.

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| General | • Sound judgement based on experience working with people in the outdoors  • Great people skills (connection to others, communication, empathy)  • Life experience (includes self-awareness; empathy for others; diversity of experience)  • Physically fit and hardworking |
| Teaching and Facilitation | • Creative, interesting, and effective teaching style  • Ability to plan and deliver great teaching ‘in front of a whiteboard’ and ‘in the woods’   * Facilitating reflective discussions that empower and engage tauira in their personal development journey |
| Ngāhere | Bush | • Experience in NZ native bush on and off track, multi day trips with camping in the bush  • Competent with **map and compass off track** which means:   * Moving confidently in off track terrain with a heavy pack * Reading contours and other map features to determine location * Combining the use of tools of navigation like handrails, aiming off, time and distance, pacing, compasses etc * Confidently use compasses to take bearings, back bearings, triangulations * Navigate downhill off track   • Experience teaching these skills to others |
| Tātahi | White water kayaking | • Experience paddling rivers. Competent on grade 2 which means:   * Rolling in flat water in combat mode * Moving around confidently in your kayak to different areas on the river like eddies and navigating rapids with purpose * Moving in and out of eddies with eddy turns * Identifying and understanding river parts including hazards and features * Manoeuvring to support others on the river * Move around the river out of a kayak efficiently and confidently   • River rescue training and experience  • Experience teaching white water kayaking very beneficial |
| Moana | Sailing | • Experience sailing. This could be experience in dinghy sailing, or on yachts, crewing for people, anything on a vessel powered by sail. Being competent in the sailing space means:   * Understanding of the fundamentals of sailing (points of sail, trimming a sail, how a boat harnesses wind, sailing manoeuvres, basic safety on board) * Being able to implement these fundamentals with action and decision making on board * Teaching these skills to others is beneficial   • Experience in boats. This could be driving launches, fizz boats, any time spent on power vessels.  *We need our Kaiako to have done a Boatmasters or Emergency Vessel Handlers Course and Maritime VHF Operators Course. But this won't happen until after we've offered you a job.* |
| Piki Toka | Rock and Ropes | • Experience in a rock climbing, and/or high ropes setting.   * Climbing in top rope or lead climb setting with ATC’s or other belay devices * Climbing at grade 12-15   • Experience teaching rock climbing and/or high ropes beneficial |
| Driving | • Full Class 1 license for a minimum of 2 years  • Able to drive manual vehicles  • Class 2 license and P endorsement which can be obtained after we offer you a role. *If you do not have a class 2 licence or P endorsement this will not exclude you from starting the recruitment process with us, but it would need to be obtained prior to starting with us* |
| Swimming | • Must be a confident and competent swimmer |