



## Dealbh-obrach | Job Description

<b>Tìotal na dreuchd:</b> Oidiche (neach-trèanaidh)	
<b>Cunntachail gu:</b> Co-òrdanaiche Leasachaidh	<b>Turastal:</b> £22,515 le àite-fuirich
<b>Àite-obrach:</b> Loidse a' Ghlinne Mhòire  Bidh mòran siubhail mar phàirt den dreuchd.	<b>Cumhnant:</b> stèidhichte, 12 mìosan, làn-ùine (35 uairean/seachdain)
<b>Teirmaichean &amp; Cumhaichean</b> Tha cumhaidhean àbhaistean sa chumhnant-obrach ach le cumhaidhean sònraichte mar a leanas: <ul style="list-style-type: none"><li>• Uairean-obrach – 35 hours gach seachdain le obair aig an deireadh-sheachdain agus as dèidh 5f.</li><li>• Bidh ballrachd aig Sgeama PVG a dhìth (gheibhear seo tron dreuchd).</li><li>• Feumar cosgaisean trèanaidh a phàigheadh air ais ma bhios neach-obrach a' fàgail a' chompanaidh agus an trèanadh/teisteanas a chleachdadh le buidheann eile no air an ceann fhèin, taobh a-staigh dà bhliadhna bhon latha a dh'fhàgas iad.</li></ul>	
<b>Bidh àite-fuirich (fèin-sheirbheis) aig Loidse a' Ghlinne Mhòire mar phàirt den dreuchd. Thathar an dùil gum fuirich an neach-obrach aig Loidse a' Ghlinne Mhòire airson 12 mìosan. Chan eil cosgais, don neach-obrach, air an àite-fuirich seo ach bidh iad a' cur air dòigh an cuid bìdhe agus a' cleachdadh na goireasan san àite.</b>	
<b>Tha an liosta a leanas a' comharrachadh sgilean agus eòlas a tha dhìth gus amasan na dreuchd a chur an gnìomh. <i>Tha sinn a' tuigsinn nach eil coimhearsnachd mhòr de luchd-stiùiridh ann, le Gàidhlig. Mar sin, tha sinn a' tuigsinn nach bi tagraichean a' nochdadh le sreath de theisteanasan. Tha sinn a' lorg dhaoine a tha èasgaidh, le spionnadh, comasach air prògram trèanadh a dhèanamh agus aig deireadh a' phrògram, comasach obrachadh dhuinn mar luchd-stiùiridh.</i></b>	

### Amas na dreuchd:

'S e amas a' phrògram, luchd-stiùiridh agus oidean ùra, le Gàidhlig, a chruthachadh, goireasan Spòrs Gàidhlig (daona, siostaman agus uidheamachd) a leasachadh, agus iad a chleachdadh gus barrachd obair òigridh a libhrigeadh ann an dòigh seasmhachd.

Aig deireadh a' phrògram trèanaidh (12 mìosan), bidh Spòrs Gàidhlig a' fastadh aon den luchd-trèanaidh a chaidh tron phrògram a' chiad bhliadhna.

Bidh cùrsaichean trèanaidh agus eòlas aig cridhe a' phrògram. Thèid ùine a chur seachad air cùrsaichean foirmeil, trèanadh neo-foirmeil, ùine aig ionadan eile gus eòlas fhaighinn

agus aig sgoiltean gus eòlas fhaighinn air foghlam foirmeil agus an curriculum. Tha seo uile ag amas air goireas daona a chruthachadh do Spòrs Gàidhlig.

Bidh an luchd-trèanaidh ag obair gu dluth leis a' Cho-òrdanaiche Leasachaidh, luchd-obrach an Loidse, luchd-obrach Chomunn na Gàidhlig agus com-pàirtichean eile gus farsaingeachd Spòrs Gàidhlig a leudachadh.

Tron phrògram, thèid luchd-stiùiridh a chruthachadh le eòlas agus teisteanasan ann an spòrs beinne, uisge, sneachda agus eile. Bidh an luchd-stiùiridh a' libhrigeadh bhùthan-obrach "Eòlas air an fhearainn", prògraman Chomunn na Gàidhlig agus a bhith nan riochdaire airson na Gàidhlig.

### **PRÌOMH UALLAICHEAN**

- Leasachadh sgilean agus eòlas gu ìre a tha freagarrach airson a' phrògram trèanaidh agus na teisteanasan a tha mar phàirt dheth.
- Cùrsaichean trèanaidh agus measaidh a dhèanamh gus teisteanasan a chosnadh tron phrògram trèanaidh.
- Taic a thoirt do dh'obair Loidse a' Ghlinne Mhòire, gu sònraichte an stòr agus uidheamachd.
- Obrachadh gu dlùth le com-pàirtichean gus amasan Spòrs Gàidhlig a chur an gnìomh.
- Leasaich, stiùir agus libhrig prògramannan, tachartasan (le tachartasan còmhnaidh) agus cur-seachadan do dh'òigridh.
- Taic airson siostaman Spòrs Gàidhlig gus raon-obrach na buidhne a leudachadh.
- Libhrig prògram "ionnsachadh san àrainneachd" aig gach ìre.
- Thoir taic do phrògramannan stèidhichte agus prògramannan ùra a tha tarraingeach do sgoiltean agus buidhnean eile.
- Libhrig prògramannan tosgaire agus obair le sgoiltean & eile gus teachd a-steach Spòrs Gàidhlig a thogail. Tha seo a' toirt a-steach sgoiltean Gàidhlig, sgoiltean far a bheil i ann airson luchd-ionnsachaidh agus sgoiltean far nach eil Gàidhlig idir.
- Siostaman agus riaghailtean Spòrs Gàidhlig a leantainn agus a chur an gnìomh gus sàbhailteachd luchd-obrach, com-pàirtichean agus eile a chumail aig ìre; a' dèanamh cinnteach gu bheil siostaman freagarrach airson obair na buidhne.
- Cruthaich stuth air loidhne agus far loidhne a tha freagarrach airson Spòrs Gàidhlig a shanasachd.
- Sanasachd air Spòrs Gàidhlig air na meadhanan soisealta, làraich-lìn agus eile.
- Clàr fiosrachadh mar a tha freagarrach airson targaidean Spòrs Gàidhlig agus thoir taic don siostam a bheireas fiosrachadh do luchd-maoineachaidh.
- Measaich agus clàraich a' bhuidhe aig Spòrs Gàidhlig gus aithris do bhuidhnean eile.
- Fiosrachadh a chumail air obair Spòrs Gàidhlig.

Tha ballrachd Sgeama PVG a dh'fhàg airson na dreuchd seo. Gheibhear seo tron Chomunn na Gàidhlig tron dreuchd.

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## **SGILEAN AGUS EÒLAS**

Tha an liosta gu h-ìosal a' sealltainn na sgilean agus eòlas a bhios a dhìth gus amasan agus uallachaidh na dreuchd a chur an gnìomh.

### **Riathanach**

- Fileanta ann an Gàidhlig (labhairt & sgrìobhadh) misneachail le cleachdadh.
- Eòlas dearbhte ann an cur-seachadan leithid spòrs beinne, spòrs geamhraidh, spòrs rothair agus spòrs uisge;
- Deagh sgilean conaltraidh agus eadar-pearsanta;
- Sgilean rianachd;
- Tuigse air teisteanasan nàiseanta a thaobh cur-seachadan;
- Eòlas air na rudan a bheireas buaidh air prògramanan cur-seachadan agus foghlam a-muigh tron Ghàidhlig;
- Cead dràibhidh, freagarrach airson na Rìoghachd Aonaichte agus deònach trèanadh 's measadh a dhèanamh airson cead D1;
- Eòlas air MS Office.

### **Miannaichte**

- Eòlas dearbhte ann an obair òigridh;
- Teisteanasan mar eisimpleir Iùlaiche Beinne (samhradh), Snow Sport Scotland/BASI, msaa
- Eòlas air dràibheadh meanbh-bhusaichean;



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<b>Tìotal na dreuchd:</b> Oidiche (neach-trèanaidh)	
<b>Reports to:</b> Development Coordinator	<b>Salary:</b> £22,515
<b>Location:</b> Glenmore Lodge  The post will involve considerable travel throughout Scotland	<b>Type of Contract:</b> Fixed-term, 12 months, full-time (35 hours/week)
<b>Terms and conditions</b> The post is subject to the standard terms and conditions provided with the application pack and the following special terms also apply: <ul style="list-style-type: none"><li>• Hours of work – 35 hours per week including some weekend work and unsocial hours.</li><li>• Membership of the Protecting Vulnerable Groups (PVG) Scheme will be required (available through CnaG).</li><li>• Costs of any training must be repaid in full if an employee leaves the company and uses any training or qualifications gained whilst at Spòrs Gàidhlig. This applies for a period of two years from the date of leaving.</li></ul>	
<b>The Trainee Instructor positions are residential appointments and self-catering accommodation will be provided at Glenmore Lodge. The successful applicant will be expected to live at Glenmore Lodge for a period of 12 months. There is no charge for the accommodation although the successful applicant will be required to organise and pay for their own catering using the facilities provided. The accommodation for the trainee instructors is not part of the project costs and is paid for by CnaG directly.</b>	
<b>The following list identifies the skills and knowledge required to deliver the aims of the training scheme. <i>We understand that there is not a large community of Gaelic speaking instructors. We therefore understand that there will not be applications from individuals with a series of qualifications. We are looking for agile, active and dedicated people who are able to progress through the training programme and at the end of this programme, work for Spòrs Gàidhlig as instructors.</i></b>	

### **PURPOSE OF THE ROLE:**

The objective of the programme is to create new, Gaelic speaking, outdoor instructors and leaders, develop the systems of Spòrs Gàidhlig and use both of these to gain new business which allows the organisation to become financially sustainable.

On conclusion of the training period (12 months) Spòrs Gàidhlig intends to employ a trainee as a full-time instructor, subject to the organisation's income.

Trainee Instructors will go through an intensive 12-month programme of training and certificated courses, experience development, personal skills development, outreach and other associated skills.

The Trainee Instructors will work closely with Glenmore Lodge, the Development Coordinator and other Comunn na Gàidhlig as well as other partners to deliver to expand the breadth of Gaelic outdoor education and activities.

The position will create a qualified instructor in specific areas including mountain activities, water sports and winter sports. The instructor will also work on the wider remit of Spòrs Gàidhlig and be involved in delivering *Learning in the Landscape* workshops, Comunn na Gàidhlig programmes and activities and be an advocate for the Gaelic language.

### **KEY RESPONSIBILITIES:**

- Develop personal skills and knowledge to levels appropriate for the qualification and training programme.
- Commit to undertaking training and qualification programmes during the wider instructor development programme.
- Assist in the operation of Glenmore Lodge, in particular, working in equipment stores and issue.
- Work closely with outside partners to deliver the aims of Spòrs Gàidhlig.
- Design, lead and deliver outdoor education programmes, events (including residential) and activities for young people.
- Assist in developing the systems of Spòrs Gàidhlig to enable the organisation to expand the scope of its work.
- Assist in the delivery of the “Learning in the Landscape” programme at all levels.
- Assist in developing existing programmes and develop new programmes which are attractive to schools and other organisations.
- Deliver outreach programmes and work closely with schools and others to gain new business for Spòrs Gàidhlig. This includes working with Gaelic medium schools, schools where Gaelic learning is present and other schools which are not currently engaged with Gaelic;
- Ensure that all activities undertaken are compliant with the Spòrs Gàidhlig’s safe systems of work and in line with stated policies and approaches to ensure the health and welfare of staff/volunteers/visitors; ensuring that all health and safety, and that all related emergency procedures are regularly reviewed and implemented;
- Create on and offline promotional media which can be used to promote the activities of Spòrs Gàidhlig;
- Publicise project on social media, websites and other media streams;
- Collect and monitor project use and evidence specific outcomes and report to funder on progress on a monthly basis. contributing specifically to the delivery of funder Key Performance Indicators and milestones;
- Monitor and evaluate the progress of the project and difference it is making to project users using innovative evaluation techniques and tools;
- Produce regular updates for funders and stakeholders on a regular basis and relate progress to targets.

This role is one for which the duties/responsibilities/accountabilities of the role require the post holder to become a member of the Protection of Vulnerable Groups (PVG) scheme, which replaces the 'Enhanced Disclosure' check and is administered by Disclosure Scotland.

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### **SKILLS, EXPERIENCE & KNOWLEDGE:**

The below outlines the key skills the job holder will need to possess and exercise.

#### Essential

- Fluent in Gaelic (spoken & written) and confident in delivering content through the medium of Gaelic and English;
- Demonstrable experience in outdoor activities such as mountain sports, winter sports, cycle sports and water sports;
- Good levels of interpersonal and communication skills;
- Demonstrable organisational skills;
- An understanding of national governing body qualifications and schemes;
- A knowledge of issues affecting the delivery of Gaelic medium programmes for young people;
- A current driving licence, valid for driving in the UK including and willingness to undertake training in Category D1 for minibus driving;
- Competent user of Microsoft Office products.

#### Desirable

- A proven track record in outdoor education and activities with young people;
- Qualifications such as Summer Mountain Leader, Snow Sport Scotland/BASI, Mountain biking, water sports and others;
- Minibus driving experience;
- Proven experience of working with groups of young people.