

Overview of skills & experience for Outward Bound NZ Kaiako / Instructors



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 experience and skill in 2 of those 3 areas to minimise the growth needed in a new Kaiako.

General	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Creative, interesting, and effective teaching style • Ability to plan and deliver great teaching ‘in front of a whiteboard’ and ‘in the woods’
Bush	<ul style="list-style-type: none"> • Experience in NZ native bush on and off track, multi day trips with camping in the bush • Competent with map and compass off track • Experience teaching these skills to students
White water Kayaking	<ul style="list-style-type: none"> • Experience paddling rivers. Competent on grade 2 and safely navigate down grade 3. • River rescue training and experience • Experience teaching white water kayaking very beneficial <p><i>Whitewater kayaking is an optional but desirable skill for an Outward Bound Kaiako. All of our Kaiako need to be competent and safe in a river environment but not necessarily to teach and manage students in a whitewater kayaking setting.</i></p>
Sailing	<ul style="list-style-type: none"> • Experience sailing. This could be experience in dinghy sailing, or on yachts, crewing for people, anything on a vessel powered by sail • Experience in boats. This could be driving launches, fizz boats, any time spent on power vessels <p>We need our Kaiako to have done a Boatmasters Course and Maritime VHF Operators Course. But this won't happen until after we've offered you a job.</p>
Rock climbing and high ropes	<ul style="list-style-type: none"> • Experience in a rock climbing, and/or high ropes setting • Experience teaching rock climbing and/or high ropes beneficial
Driving	<ul style="list-style-type: none"> • 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 a selection course. 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	<ul style="list-style-type: none"> • Must be a confident and competent swimmer