

Job Description

Job Title:	Head of Outdoor Education (and Adventure)
Hours of Work:	Full time Term time (34 weeks) plus weeks required for expeditions (apprx 5.4)
Department:	Co-curricular
Job Grade (if applicable):	N/A
Accountable to:	Head of Co-curricular
Number of direct reports:	0
Budgetary responsibility:	Yes
Location:	Stowe
The Department:	Stowe has made a significant investment in Outdoor Education, developing outstanding facilities that include a high ropes course, assault course and paddlesport, all within extensive grounds. Outdoor Education is a distinctive element of the School's educational offer, providing opportunities for challenge, leadership, adventure and personal development while supporting admissions, outreach and commercial engagement. This is an exciting opportunity to lead the continued development of Outdoor Education at Stowe. The successful candidate will shape and deliver an ambitious programme that maximises the educational, pastoral and commercial potential of the School's unique facilities and estate, creating exceptional opportunities for pupils whilst supporting the wider co-curricular programme.
Purpose of the role:	The Head of Outdoor Education will lead the planning, development and delivery of Outdoor Education across the School, ensuring it remains a distinctive and strategically important element of Stowe's co-curricular provision. The postholder will maximise the educational use of the School's Outdoor Education facilities and estate, developing innovative programmes that enhance pupil experience, leadership and wellbeing through adventurous learning. Working collaboratively across the School, the role will support admissions, outreach and engagement with visiting schools, supporting the Stowe Group Prep Schools, while helping maximise the commercial potential of the Outdoor Education facilities through partnerships with Stowe Enterprise Limited, expanding holiday programmes, external courses, educational partnerships and lettings. Alongside these responsibilities, the postholder will oversee the operational delivery of Outdoor Education programmes, support the Duke of Edinburgh Award Scheme, contribute to educational visits and provide operational support across the wider co-curricular programme.

The Stowe Group

The Stowe Group of schools (Stowe, Ashfold, Swanbourne House and Winchester House) is situated on four separate sites in Buckinghamshire and Northamptonshire and educates children from 3-18 years. Within The Stowe Group there are more than 1,800 pupils and 800 members of staff. The schools occupy sites of historical significance in Swanbourne, Dorton, Brackley and the world-famous landscape gardens at Stowe, where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational Change Makers vision and Change 100 programme.

Vision & Ethos

We are Change Makers

Stowe stands in the most sublime setting of any school in the world. Historic buildings, landscaped gardens and the very spirit of the Enlightenment sit at the heart of its founding. But, as this remarkable landmark enters its second century as a leading public school, we believe that beauty and tradition are not enough: our future vision for the School embraces change, uncertainty and the challenges that will face our pupils not just during their academic careers, but throughout the rest of their lives in a world which is increasingly complex and ambiguous. Within that volatile environment we see our pupils and staff as Change Makers. They will make a lasting impact not only while they are here at Stowe, but, perhaps more importantly, in the wider world. The history of this place, both as a stately home and as a pioneering school remains important to our mission of education, and at the heart of a Stowe education remains intellectual enquiry, academic curiosity and a love of learning. We strive for a balance of rights and responsibilities, equality and inclusion and to treat each pupil and member of staff as an individual. Our vision is inspired by a history of progressive thinking, and has been developed through collaboration with our pupils, parents, teachers, support staff, governors and alumni. Yes, we teach pupils how to excel in exams, but we also teach them how to collaborate, how to solve problems and how to think critically. Stowe is educating a generation of Change Makers ready to transform the world.

The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support staff. We focus on employee wellbeing, provide opportunities for professional growth and we create a culture of community and partnership.

Key Tasks:

Strategic Leadership

- Lead the strategic development of Outdoor Education across the School.
- Develop a long-term vision that enhances Outdoor Education as a distinctive feature of the Stowe experience.
- Identify opportunities to expand and diversify the Outdoor Education programme.
- Advise the Head of Co-curricular on future developments, investment and strategic priorities.
- Promote a culture of adventure, resilience, leadership and environmental stewardship across the School.

- Support the development of the STOIC values through high-quality Outdoor Education experiences.

Outdoor Education

- Lead the planning, development and delivery of a broad Outdoor Education programme throughout the academic year.
- Deliver adventurous activities including climbing, hiking, canoeing, paddleboarding, kayaking, navigation and expedition skills.
- Develop new Outdoor Education opportunities, including expeditions, that maximise pupil participation and engagement.
- Lead weekend Outdoor Education provision for internal and external use, including delivery of a programme for visiting schools on Saturday mornings.
- Develop progressive pathways that encourage lifelong participation in outdoor pursuits.
- Work collaboratively with academic and pastoral colleagues to embed Outdoor Education within the wider life of the School.

Outdoor Facilities and Estate

- Maximise the educational use of the School's Outdoor Education facilities, estate and natural environment.
- Oversee the safe management, maintenance and development of Outdoor Education equipment and resources.
- Identify opportunities for future investment and enhancement of facilities.
- Ensure all Outdoor Education resources remain safe, compliant and fit for purpose.

Outreach, Partnerships and Enterprise

- Promote Outdoor Education as a distinctive element of Stowe's educational offer.
- Support admissions events, open days and outreach activities involving visiting schools and prospective families.
- Develop relationships with schools, outdoor organisations and external partners.
- Work closely with Stowe Enterprise Limited to maximise third-party use of Outdoor Education facilities.
- Support the development of holiday programmes, educational partnerships, external courses and commercial lettings that maximise the return on the School's investment.

Duke of Edinburgh

- Support the operational delivery of the Duke of Edinburgh Award Scheme, working closely with the Head of Duke of Edinburgh Award Scheme.

- Contribute to the planning and delivery of expeditions, training weekends and adventurous activities.
- Maintain appropriate Outdoor Education and expedition records, equipment and documentation.
- Arrange Expeditions in line with the School's D of E programme.

Co-curricular Operations

- Provide operational support to the Head of Co-curricular across the wider co-curricular programme as may be required.
- Support the Educational Visits Coordinator (EVC) and staff trip leaders in the planning and administration of educational visits through Evolve and associated school systems.
- Contribute to the administration of the School's Co-curricular Award.

Safeguarding, Health and Safety

- Promote the highest standards of safeguarding and pupil welfare.
- Ensure compliance with Health and Safety legislation, OEAP guidance, National -Governing Body requirements and School policies.
- Lead robust risk management across Outdoor Education activities.
- Maintain relevant qualifications and continue professional development.
- Promote a strong culture of safe practice across Outdoor Education and adventurous activities.

Person Specification: The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications	• National Governing Body (NGB) qualifications relevant to Outdoor Education. • Full UK driving licence including D1/minibus entitlement.	• Qualified in some or all: climbing, paddlesports, walking, expedition leadership. • First Aid qualification.
Specialist Skills and Experience	• Experience of leading expeditions and adventurous activities with young people.	• Experience of the Duke of Edinburgh Award Scheme. • Experience of expedition planning or educational visits.

	• Excellent organisational, administrative and communication skills. • Strong digital competence, including Microsoft 365 and information management systems. • Experience of leading and developing Outdoor Education programmes. • Experience of delivering adventurous activities with young people. • Excellent organisational, communication and leadership skills. • Strong administrative and digital skills, including Microsoft 365. • Ability to develop positive relationships with pupils, colleagues, parents and external organisations. • Commitment to safeguarding and promoting the welfare of children. • Ability to manage multiple priorities and work collaboratively across departments.	• Experience of Evolve or similar educational visits management systems. • Experience supporting outreach, marketing or pupil recruitment initiatives.
Personal Qualities	• A passion for Outdoor Education and its contribution to young people's development. • Strong organisational skills • Excellent communication skills • Highly motivated	

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder

Date Agreed: August 2026