



GORDONSTOUN

Broader experiences, broader minds.

**SEASONAL WATCH LEADER
(FIXED TERM)**

Reports to: Sail Training Operations & Training Manager

Job Purpose: Gordonstoun has been leading the way in character education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you. Sail Training is a core part of the Gordonstoun curriculum and takes place on "Ocean Spirit of Moray" - the School's 80-foot Oyster Ketch normally based at Plockton on the west coast of Scotland. The vessel is principally used to deliver the School's Sail Training programme to students in years 8, 10 and 12 on voyages of two, five or six-nights' duration. In addition, the vessel may sail with groups from the wider community for both Sail Training and recreational voyages. The key focus of this role is to support the Skipper of Ocean Spirit with delivery of the sail training programme. The Sail Training curriculum includes courses in our Dipping Lug Cutters which are also based at Plockton.

Responsibilities of all members of staff:

- Comply with Gordonstoun's policies and procedures on Child Protection and Health and Safety.
- Contribute in a positive way to the ethos of the school in line with Gordonstoun's values: Safe; Positive; Improving.
- Carry out any other task as required from time to time in order to support the School.

Major responsibilities of the role:

Sailing on board Ocean Spirit:

- Assisting the Skipper and First Mate with running the vessel, normally taking charge of and leading a watch of five or six trainees under the supervision of a senior staff member.
- Ensuring that safety procedures set out in the vessel's Safety Management System are adhered to.
- Instructing and supervising Trainees in all aspects of the voyage including deck work, watch keeping, seamanship and domestic duties.
- Acting on their own initiative to build a positive working relationship with Trainees in order to help achieve the objectives of the voyage.
- Keeping a watch at sea with support from the Skipper or First Mate.

- Leading deck work tasks including hoisting, lowering and reefing sails.
- Assisting with the day to day maintenance of the vessel.
- Supervising shore leave when required.
- Supervising the crew on transport when travelling between Gordonstoun and the boat.
- To contribute to the appraisal of Trainees including a formal end of voyage debrief.
- To assist with victualing and storing of the vessel.
- Assisting with preparation of the vessel pre-season, and de-storing and laying up at the end
- Assisting with the delivery of the vessel at the start and end of the sailing season.
- Attending departmental staff meetings.
- Attending appropriate staff INSET sessions.
- Post holders may occasionally be assigned other duties during non-sailing periods in the vessel's programme.

Cutter Sailing:

- To assist with the delivery of cutter sailing at Plockton.
- To assist with the launching, recovery and maintenance of the cutters and safety vessels.

Promoting Gordonstoun

- The post holder may be asked to help with promotional events or voyages aboard Ocean Spirit.
- Ocean Spirit plays a unique role in helping to promote Gordonstoun to the wider world and as such the vessel, its staff and trainees are considered ambassadors for the School in every port visited.

Conditions:

The salary for this post is £23,200.00 p/a paid pro rata for the fixed term contract period. Additionally, as part of the remuneration package, accommodation and meals are provided on campus during periods of time off between voyages. Please note that there are some conditions to the provision of accommodation which will be explained at interview.

PERSON SPECIFICATION:

Attributes	Essential	Desirable	Assessment Method
Experience	<ul style="list-style-type: none"> ● Experience in positions of responsibility aboard Sail Training vessels over 20 meters LOA 	<ul style="list-style-type: none"> ● Powerboat /Safety Boat qualifications ● Maintenance and Refit experience ● Knowledge of Safety management Systems 	Interview. Probationary period on board.
Qualifications	<ul style="list-style-type: none"> ● RYA Yachtmaster Day skipper/Watch leader certificate or above ● First Aid Certificate 	<ul style="list-style-type: none"> ● Commercial Endorsement ● RYA Powerboat level 2 ● RYA Diesel Engine Course ● Firefighting course ● Food Hygiene course 	Certificates to be shown at interview
Personal skills and qualities	<ul style="list-style-type: none"> ● Conscientious and diligent, with excellent attention to detail. ● Enthusiastic, diplomatic and calm under pressure. ● A proven track record of strong working relationships with students, colleagues and customers. ● A positive and proactive attitude to manage a high volume of work. ● Flexible, with a can-do attitude. ● Someone who creates a positive and cooperative working environment. ● A good situational awareness with regard to the safety of others ● Ability to work constructively with young people in challenging situations ● Enthusiasm for passing on their interests and passions for sailing and the maritime environment. ● A commitment to Gordonstoun's unique educational ethos. ● A commitment to doing the best for students from diverse cultural backgrounds. 		Interview. Probationary period on board.
Skills/abilities specific to the post	<ul style="list-style-type: none"> ● Ability to lead a watch of 5 or 6 Trainees in all aspects of the voyage including domestic tasks. ● Ability to keep a watch at sea without support from senior staff ● Ability to safely lead all deck-work tasks including setting, reefing and lowering sails. ● Can follow procedures for carrying out emergency drills. 	<ul style="list-style-type: none"> ● Familiar with vessel maintenance and recording systems ● Able to carry out basic repair tasks and equipment checks ● Able to carry out and supervise RIB and Launch transfers to/from the vessel and the shore ● Is able to contribute to the debriefing and appraisal of Trainees 	Interview. Probationary period on board.
Interpersonal skills & social skills	<ul style="list-style-type: none"> ● Happy to spend extended periods living and working on board a sail training vessel in shared accommodation ● Is able to interact socially with young people in a positive and appropriate way ● ENG 1 medical fitness certificate as per maritime regulations. 	<ul style="list-style-type: none"> ● Has experience in conflict management 	ENG1 Medical Fitness Certificate Interview Interview & Probationary Period on board
Child protection	<ul style="list-style-type: none"> ● Suitable to work with children ● A full PVG check will be completed on the successful candidate 	<ul style="list-style-type: none"> ● Experience of working with children and young people 	References PVG check

Seasonal Watch Leaders – Gordonstoun Sail Training

Situated on the beautiful Moray Coast in the North of Scotland, Gordonstoun is widely recognised as the world leader in character education. We have a co-educational community of over 500 students aged from 6-18, who are predominantly full boarding and are drawn from over 40 countries.

The Gordonstoun Sail Training Department are recruiting Seasonal Watch Leaders for the 2025 sailing season (April to October) with the potential for a permanent post at the end of the season for the right candidate. This is a great opportunity to become a member of the Gordonstoun staff with a generous salary and benefit package that includes accommodation and meals. Candidates must have a RYA Day Skipper or above and a current ENG1 Medical Fitness Certificate, as per maritime regulations. Please note a proven track record in Sail Training in positions of responsibility on sail training vessels is essential for this post.

Gordonstoun is striving to build a team that is truly inclusive. We welcome applications from marginalised and under-represented groups.

If you're excited to learn more, please email our recruitment department at recruitment@gordonstoun.org.uk or **contact them on (01343) 837837**

Closing date: 06 January 2025