Job Title: Instructor Development Programme Apprentice

Location: Plas Menai - The National Outdoor Centre for Wales

Plas Menai has been part of the outdoor adventure community for 40 years and has an excellent reputation for delivering a wide range of activities and courses on and off the water. We have continually trained Activity Instructors, many of whom have gone on to work within the industry, both in the UK and further afield as well as some of the biggest UK National Governing Bodies for Sport. We pride ourselves on our delivery and quality of our instruction and as such are currently looking for L2 or L3 Apprentice Activity Instructors to join our team in 2027.

The position will start on 15th March 2027.

The Opportunity

This is a 12 month L2/3 Apprenticeship in Activity Leadership with an opportunity to extend for a 2nd season (up to 18 months), subject to suitability and remains at the sole discretion of Legacy Leisure and is subject to performance and business need. You will be trained to assist / deliver a range of outdoor and adventure activities as well as learning about the general running of a busy outdoor activity centre. Our on water activities include sailing, windsurfing, winging, paddlesports and powerboating. Our land based activities include our onsite purpose built climbing wall, newly developed ropes course, caving, mountain bikes, campfire/bushcraft and a range of team games. Offsite activities include walking, gorge walking, mountain biking and coasteering. The apprentices will also be involved with the extensive Swim Wales accredited swimming pool programme and gym as part of the leisure side of the business. In this role, you will assist with gym supervision and the preparation of fitness classes, ensuring all environments meet our high professional standards. This provides a unique pathway for you to potentially gain industry-recognised qualifications in fitness and leisure, adding a valuable dimension to your outdoor instructor portfolio

Your professional development is at the heart of this programme, with comprehensive training provided across every facet of our operations. You will gain an immersive, 360-degree view of the outdoor and leisure industry through diverse operational rotations, including:

Primary objective for the Seasonal Activities Instructor will be:

- To be responsible for running water and land-based activity courses both on and offsite in accordance with the Safety & Operational Handbook.
- To ensure all equipment is prepared prior to activities and is cleaned, stored and secured appropriately after activities.
- To assist the Equipment Officers with minor repairs and checks to the equipment when required.
- To ensure appropriate use and management of allocated equipment and PPE.

- To deal with customers and clients in a professional and courteous manner at all times.
- To support the Duty Activity Manager and Course Director of groups
- Act as Course Director for smaller groups
- To undertake On Call Duty officer on a rota basis and provide out of hours centre support.
- Undertake shift work as required, including "unsociable hours," to support the effective delivery of services during the business's full range of opening times.
- Commitment to a flexible working pattern, ensuring the availability to work late shifts and weekends in line with business requirements.

The Candidate Profile

Core Prerequisites (The Essentials)

To be eligible for this programme, you must meet the following criteria by 1st April 2027:

- Age Requirement: You must be 18 years of age or older.
- Instructional Foundation: You must hold at least one National Governing Body (NGB) instructional qualification (e.g., RYA, Paddlesport, CWI, or Swim Teacher/NPLQ).
- Bilingual Commitment: As part of our commitment to our strategic objectives and the Welsh Government's statutory standards, we are dedicated to expanding our bilingual service delivery. Developing a workforce that reflects and serves our bilingual communities is central to our long-term vision. To support this strategic priority, fluency in written and spoken Welsh is considered highly advantageous for this role.
- Operational Versatility: Proven capability and willingness to undertake facility maintenance, equipment repair, groundskeeping, and general cleaning duties to support the Centre's world-class standards.
- Safeguarding: Possession of a valid Enhanced Disclosure and Barring Service (EDBS) clearance, maintained as a condition of continued employment.
- Professional Integrity: A commitment to refraining from alcohol consumption during any period of on-call or overnight duty.

Enhanced Technical & Academic Profile (Desirable)

The following attributes are not required but will significantly strengthen your application:

- Academic Background: 5 GCSEs at Grade C/4 or above (or equivalent).
- Mobility: A full, valid UK Driving Licence.

- Industry Exposure: Prior experience working or volunteering within outdoor or leisure environments.
- Linguistic Skills: The ability to communicate through the medium of Welsh is considered highly favourable.

The Plas Menai Mindset

We are looking for individuals who embody the professional and energetic spirit of a National Outdoor Centre. You should be:

- Presence: You are outgoing, approachable, and consistently well-presented, serving as a world-class ambassador for the Centre.
- Relationship Building: You possess the natural ability to build strong, respectful relationships with children, adults, colleagues, and visiting teachers alike.
- Peer Respect: You conduct yourself with the integrity required to gain immediate acceptance and respect from both customers and the wider professional team.
- Continuous Learning: You possess a positive drive to develop elite-level skills and are enthusiastic about acquiring new qualifications across both adventurous and leisure disciplines.
- Receptive to Growth: You actively seek and take feedback in a positive manner, viewing every interaction as an opportunity for self-development.
- Academic Dedication: You are committed to the completion of CPD
- Team Synergy: You are a committed team player who understands that our success depends on collaborative excellence.
- Independence: You are equally comfortable working independently, taking the initiative to solve problems before they escalate.
- Adaptability: You embrace the "360-degree" nature of the role, showing equal passion for instructional leadership and the essential facility stewardship required to keep the Centre operational.
- Service Flexibility: You understand that a National Centre operates on a unique rhythm and are willing to work irregular and unsocial hours to meet the needs of our guests.
- Bilingual Spirit: You are enthusiastic about supporting our commitment to Welsh Government standards by actively participating in bilingual service delivery and training.

The Offer - What can Legacy Leisure offer you?

- Competitive salary - above the standard Apprentice National Minimum Wage.
- Incremental annual leave

- Free gym membership for you and a nominated person
- Employee health benefits
- Additional hourly pay should active call out be required.
- Employee discount portal - discounts on travel bookings, high street vouchers, gift cards, cinema tickets, days out, leisure activities and your day to day spending
- Cycle to Work scheme
- Pension Scheme
- Company sick pay
- Career progression
- Training and development
- Onsite full board accommodation package

Legacy Leisure is a well established business that is continuously growing. Successful applicants can look forward to joining a company that can offer career prospects and believes in investing in its people.

How to Apply

Your journey to becoming a leader in the outdoor industry starts with a single, bold step. At Plas Menai, we don't just fill roles; we invest in human potential. We believe that greatness is born from diverse perspectives, and we are fiercely committed to equality and inclusion, ensuring our centre is a place where every individual—regardless of their background—feels they belong and can truly flourish.

We are here to help you shatter your own limits and maximise your potential, both personally and professionally.

Whether you are ready to submit your application for the 15th March 2027 start date or simply want to explore if this path aligns with your aspirations, we welcome an informal, person-centered conversation. We want to hear your story and discuss how this programme can become the launchpad for your career. For a friendly, and informal chat about the role, please reach out directly to our Activity Programme Manager, Alison Manning or apply directly via a letter of application and CV to: alison.manning@legacyleisure.org.uk

Closing Date	12:00 Noon on Thursday 19th November 2027
Interview Dates	Thursday 26th November 2027

About Legacy Leisure

Established to support a national legacy following the Olympics, Legacy Leisure seeks to educate, inspire and support physical activity, to enhance the lives of our patrons and enable long term positive lifestyle changes. Legacy Leisure is passionate about improving the health and wellbeing of our patrons, and aims to offer a diverse range of physical and cultural activities that will engage and invigorate communities, be it through sport, the arts or other activities.
For more information visit www.legacyleisure.org.uk or www.plasmenai.wales