



**Outward Bound
Singapore**

Outward Bound Singapore Instructor Recruitment Frequently Asked Questions

Outward Bound Singapore (OBS), a division of the National Youth Council (NYC), is part of a world-wide adventure-based training network in more than 30 countries. We are a leader in outdoor education in region, and have impacted more than 500,000 youths over the past 50 years.

To Serve, To Strive and Not to Yield

That is the OBS spirit that we aim to inculcate in youths. We do not merely impart outdoor skills and knowledge. We inspire youths to start a journey of self-discovery, and build confidence and resilience for a lifetime. Our full-time instructors are handpicked carefully for their positive mind-sets, affinity for the outdoors and passion for youth development. As we continue to grow, we seek people with the same passion and mission to be part of OBS family.



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Application and Recruitment

1. How do I apply to be an OBS Instructor?

You may apply online via the website www.nyc.gov.sg/en/obs/career

2. What is the selection process?

Eligible applicants will be invited for the OBS Instructor Recruitment Briefing, followed by a 3-day-2-night Instructor Selection Process (ISP). Applicants shortlisted after the ISP will be invited for a final interview.

Besides assessing your suitability for the role, participation in ISP will enable you to better understand the job demands.

3. What will I be assessed on during ISP?

Besides fitness assessment, you will be assessed on qualities such as leadership, followership, communication, initiative and reaction under stress.

4. What if I am unable to attend the upcoming Instructor Selection Process (ISP)?

We provide the dates of all ISP sessions for the year. You can select and register for the ISP session that you are available. If you have attended the OBS Instructor Recruitment Briefing before, you will not have to attend it again to register for the ISP.

5. What medical / physical conditions / impairments would affect my application to be an OBS Instructor?

Instructors should have good physical fitness and should not have any serious medical / physical conditions which would hinder their ability to conduct courses safely. Medical conditions of concern include:

- Breathing problems, including but not limited to exercise induced asthma
- Blood disorder, including but not limited to anaemia
- Severe obesity, e.g. Body Mass Index (BMI) above 35 due to obesity
- Epilepsy/fits/seizures – any attack within the last 2 years
- Severe behavioural and/or psychological conditions, including but not limited to Attention Deficit Hyperactivity Disorder (ADHD) and Autism Spectrum Disorder (ASD)
- Unavoidable allergens resulting in severe allergic reaction, including but not limited to traces of allergen or insect bites
- Any condition requiring administration of injections or medical equipment support, including but not limited to Insulin and Epipen
- Any condition that may impair movement and/or adversely affect safety to self or others during the course



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Appointment as OBS Instructor is subject to medical clearance and physical fitness assessment. Your application for OBS Instructor may be rejected if you have any of the medical conditions listed in the Annex. Please refer to Annex for details.

6. When do I have to go for medical examination?

You need to go for medical examination twice:

- registration to participate in ISP (self-funded); and
- pre-employment (borne by NYC)

7. Can I apply if I do not know how to swim?

Yes, you can, but it will be advantageous if you can swim at least 200m.

Nature of Work

8. What does an OBS Instructor do?

You will conduct courses for participants ranging from Secondary Three students to working adults in an outdoor environment and facilitate learning for the participants. You are responsible for their safety and well-being throughout the course duration, which ranges from 5 to 25 days and you are required to stay in with the participants throughout the entire duration.

9. How many days will an Instructor be out in the field annually?

You are expected to perform at least 130 Instructional days and 70 field days annually. Other than instructing, you have other operational duties e.g. supporting courses, be on standby to conduct courses, inspection and maintenance of training facilities and equipment, and etc.

10. What are the working hours of an OBS Instructor?

Nature of duty	Working hours	Remarks
Conducting Course	6am to 11pm (approximately)	Stay-in throughout the course duration
Other operational duties	Weekdays: 8:15am to 5:45pm Weekends: 8:30am to 7pm Or until the operational duties end.	Weekend duties would be scheduled.



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Employment Terms

11. What are the employment terms?

You will join OBS as a Trainee Instructor under a 3-year contract with a 3-year concurrent bond with NYC.

12. What undertaking do I need to sign?

You will sign an undertaking of commitment for three years. This is a part of the return on investment for the six months of Basic Instructor Training (BIT) that certifies you to be a qualified Instructor in OBS. All training, certification costs and training equipment will be borne and provided by NYC.

13. What happens if I do not fulfil the bond tenure?

You will be required to pay a pro-rated portion of the training expenses incurred by NYC during your training phase.

14. What happens if I do not pass the Basic Instructor Training (BIT)?

You will not be certified as an Instructor nor turn operational to conduct programmes. It will be deemed that you do not fulfil the bond tenure and will be required to pay a pro-rated portion of the training expenses incurred by NYC during your BIT.

15. How long can I remain as an OBS Instructor?

You can remain as an Instructor as long as you are able to perform the job at the required standard. During your tenure, you may be considered for job rotation to take on other roles within OBS or NYC after your first three years as an Instructor.

16. What is the salary of an OBS Instructor?

The starting salary is \$2,760 for fresh Diploma holders (without NS) and \$3,100 for fresh Degree holders (without NS). Increments will be given for applicants with relevant work experience and completion of full-time National Service.

17. Am I eligible for any salary increment and bonus?

You will be eligible for annual salary increment and performance bonus, where applicable, based on performance assessed during the year. Wage adjustments in keeping with the employment market will also apply to an instructor, where applicable.

18. What are the benefits and perks?

You will be eligible for these benefits and perks:

- Monthly skill allowance of \$150 and field allowance of \$200 upon turning operational
- Equipment allowance of \$150 a year
- Subsidised medical benefits of \$500 and dental subsidy of \$120
- 18 days of vacation leave, pro-rated according to the actual period of service in the calendar year



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- 14 days of ordinary sick leave and up to 60 days of hospitalisation leave
- Meals and transport provided
- Local and overseas training opportunities

Training and Development

19. What training will I receive as Trainee Instructor?

You will undergo about six months of intensive training to equip you with technical, pedagogical and safety skills. You will experience a 21/25-day Classic Challenge Course as a participant. There is also field attachment to observe and co-instruct, before assessment. Trainee instructor must pass all assessments to be certified as an operational instructor.

20. Will I receive any salary during the training period?

You will receive full salary while on training.

21. Are there any opportunities for overseas assignments?

OBS has opportunities for overseas assignments and training attachments. NYC officers will be selected for such opportunities based on performance and merit.



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22. What is the career progression pathway for OBS Instructor?





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Annex

Medical Diagnosis	Conditions that an application for ISP may be rejected
Heart Problems (E.g.: Mitral valve prolapsed, hole in the heart, heart murmur, Atrial septic defect etc.)	Mitral valve prolapsed (MVP) with regurgitation. Note: MVP alone can be enrolled
Asthma	If asthma is diagnosed by specialist as exercise induced asthma and excuse from PE. Able to accept if any of the following: <ul style="list-style-type: none"> - Accept if exercise induced asthma and participate in PE. - Accept if exercise induced asthma and excuse NAFA but participate in PE.
Fits/Epilepsy	Any episode of fits or epilepsy or on relevant medication within the last 24 months
Any Psychological and Behavioural Disorders E.G.: ADHD, ADD, Anxiety Disorder, Depression, OCD, Bulimia, Anorexic	If specialist/psychiatrist's memo is unsatisfactory. If above is positive, but other notes are not, and did not pass the interview. (An Interview with participant is optional if any one of the other letters is unsatisfactory.) Specialist could be: psychologist, psycho-therapist, counsellor
Diabetes	Any diabetes that requires insulin injection. If not on insulin injection (on tablet/pills) but specialist's memo is unsatisfactory.
Allergic Reactions -To food / medication / environment E.g.: sea water, dust, grass, sun, insect bite etc.	If trigger factors are NOT AVOIDABLE (e.g. unable to take traces of peanut) or symptoms are life threatening (unless prescribe with Epipen)
Fractures/ Muscle/Tendon/ Ligament Problems	If fracture is < 6months and still on follow up.



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Medical Diagnosis	Conditions that an application for ISP may be rejected
	(able to accept if fracture is <6months but discharged by doctor/specialist) Specialist could include Physiotherapy, orthopedic
Dislocations	History of recurring dislocation with last dislocation within the last six months
Nerve Related Condition	Review based on specialist's memo and if memo is unsatisfactory
Severe Head Injury	If still on follow up for the condition and have restrictions on physical activities
Tuberculosis(TB)	If Active TB (required to be isolated during the incubation period), require applicant to stay away from school/group activities
Chest pains	If doctor/specialist indicates chest pains with no strenuous activities. Chest pains usually related to heart problem
Blood disorder	If major thalassemia
Surgery	If specialist's memo is unsatisfactory