



Outward Bound Singapore Instructor Recruitment Frequently Asked Questions

In January 2015, Outward Bound Singapore (OBS) is restructured as part of the National Youth Council (NYC), an autonomous agency under MCCY.

Application and Requirements

Q1: How do I apply for the position of an OBS Instructor?

A1: You may apply online via the website: <https://obs.nyc.gov.sg/careers>

Q2: What does the selection process entail?

A2: Eligible applicants will be invited for a briefing session followed by a **compulsory** 3-day-2-night Instructor Selection Process (ISP). Applicants shortlisted after the ISP will be invited for a final interview.

Participation in ISP is crucial as it will give you a better insight of the job demands of an instructor.

Q3: What if I am unable to attend the upcoming ISP?

A3: If you are shortlisted for the ISP but are unable to attend the upcoming ISP, you may provide us your contact details and we will keep you informed of the next ISP. Applicants who have attended the ISP briefing will not be required to attend again.

Q4: What medical / physical conditions / impairments would affect my application to be an OBS Instructor?

A4: Instructors are required to have a good level of physical fitness and should not have any serious medical /physical conditions which would hinder their ability to conduct courses safely. Such conditions include:

1. Colour blindness (will not qualify you for a Powerboat Licence, a requirement for an Instructor)
2. Night blindness
3. **Chronic** bone or joint injuries, e.g. back problems, dislocations or any injuries that will prevent you from consistent physical exertion
4. Hypertension and related cardiac dysfunction
5. Psychological or behavioural issues, e.g. anxiety, depression
6. Blood borne disease, e.g. Hepatitis B, Hepatitis C, HIV

All appointments are subjected to medical clearance and require to fulfil physical fitness components. Please refer to the **Annex** for reject conditions.

Q5: When do I have to go for medical examination?

A5: You would have to go for medical examination twice:

- ISP participation (self-funded); and
- employment requirement upon selected after final interview (borne by NYC).

Role of an instructor



Q1: What does the role of an Instructor entail?

A1: The role of an instructor is to conduct a course for participants ranging from Secondary Three students to working adults in an outdoors environment and facilitate learning for the participants. The instructor is responsible for their safety and well-being throughout the course duration. The course duration ranges from 1 to 25 days typically and instructor is required to stay in with the participants throughout the entire duration.

Other than instructing, there will be other operational duties to fulfil for e.g. supporting courses, be on standby to conduct courses, inspection and maintenance of training facilities and equipment etc.

Q2: What are the working hours of an 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. |

Employment

Q1: What are the employment terms?

A1: All new Instructors will join OBS under a 3-year contract with a 3-year concurrent bond with NYC.

Q2: Would I need to sign any undertaking?

A2: Yes. You will be required to sign an undertaking of commitment for three years. This is as part of the return on investment for the six-month formal training which would certify an Instructor to be a qualified outdoor leader. All training, certification costs and training equipment will be borne and provided by NYC.

Q3: What happens if I do not fulfil the bond tenure?

A3: If you do not complete the 3-year bond, you will be required to pay a pro-rated portion of your training expenses incurred by NYC during your training phase.

Q4: How long can I serve as an Instructor?

A4: You can serve 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.

Q5: What is the salary of an instructor?

A5: Depending on qualifications, the salary of an instructor starts from \$2,700 for fresh Diploma holders and from \$3,100 for fresh Degree holders. Increment will be given for male applicants who have completed full-time National Service and for all applicants with relevant working experience.

Q6: Am I eligible to any salary increment and bonus?

A6: As a staff of the National Youth Council, you will be eligible for annual salary increment and performance bonus, where applicable. These are given based on performance of the staff assessed during the year. Wage adjustments in keeping with the employment market will also apply to contract staff, where applicable.



Q7: What benefits will I be entitled to?

A7: You will be eligible for the following benefits:

- \$150 skill allowance (upon turning operational)
- \$200 field allowance (upon turning operational)
- \$150 outfit allowance per calendar year
- 18 days of vacation leave per calendar year, pro-rated according to the actual period of service in the calendar year
- 14 days of medical leave and 60 days of hospitalisation leave per calendar year
- Medical subsidy of \$500 per calendar year.

Training & Development

Q1: What type of training will I be given to prepare me as an Instructor?

A1: As a Trainee Instructor, you will undergo approximately six months of intensive training and cover the following:

- Experience of an OBS course: Attend 21/25-day Classic Challenge Course as a participant.
- Skills proficiencies and training: Rock-climbing, Abseiling, Challenge Ropes Course Management, Life-Saving, Kayaking, Navigation and Camp-craft, facilitation and safety skills, wilderness first aid, powerboat handling, Basic Cardiac Life Support.
- Field attachment: Observation, co-instructing and assessment.

Trainee instructors will be required to pass all assessments to be certified as an operational instructor.

Q2: Will I be paid any salary during the training period?

A2: Yes. You will be getting full salary while on training period.

Q3: Are there any opportunities for overseas assignments?

A3: OBS has opportunities for overseas assignments and training attachments. Staff will be selected for such opportunities based on performance and merit.



Annex

| Medical Diagnosis | Reject Conditions |
|--|---|
| 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 enroll if any of the following: 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. (able to accept if fracture is <6months but discharged by Dr or 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 |



**Outward Bound
Singapore**