



## Deputy Course Director

In this pack you will find: a detailed job description, the minimum requirements for this role, the profile of an ideal candidate, information about the selection process, and an introduction to the company for on-course staff.

You can email us at [recruitment@oxfordsummercourses.com](mailto:recruitment@oxfordsummercourses.com) if you have any questions.

### Oxford Summer Courses, a Bridgemark company

[Oxford Summer Courses](#) is part of Bridgemark Education, founded by two school friends and Oxford graduates who wanted to open up exceptional educational journeys to more people. In 2020 we ran COVID-compliant in-person courses and [Melio](#) online courses. Our approach is based on interactive teaching, growth mindsets, small group learning, and tutor autonomy. We channel our passion into making a positive impact on our surroundings whether that be our students, the wider community or the environment.

### Apply now

[Applications are open](#) for 2021 courses. Find out more and explore other roles on our [careers page](#).

Please note that only successful applicants will be contacted and that no terminology in this document is intended to discriminate on the grounds of a person's gender, marital status, race, religion, colour, age, disability or sexual orientation. Every candidate will be assessed only in accordance with their merits, qualifications and abilities to perform the duties of the job.

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## Job Description

### Role summary

*Job title* Deputy Course Director

*Location* Oxford OR Cambridge OR London OR Juniors location TBC

*Reports to* Course Director

*Reports to you* Assistant Course Directors

*Pay rate* £10.50 per hour

*Typical hours* 65 hours Monday to Sunday 8.00am to 10.30pm on a shift pattern.

*Contract type* Temporary Zero-hours contract

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## Purpose

As a Deputy Course Director, you'll support and deputise for the Course Director in managing one of our sites, usually a university college or boarding school, while taking the leading role in planning and delivering the course's social and cultural programme.

## Main duties and responsibilities

- You will oversee the planning and delivery of the course's social and cultural programme at one of our sites.
- Supported by the Assistant Course Directors, you will confirm bookings, organise and lead students excursions, activities, day trips, and restaurant meals.
- You will support the Course Director in managing students discipline, welfare, and safeguarding.
- You will support the Course Director in managing the on-course staff team, ensuring the delivery of a high quality course.
- You will support the Course Director in liaising with the host college or school to ensure a safe and comfortable residential experience for the students and a smooth working relationship with the host.
- In their absence you will act as the de facto Course Director in all aspects of their remit, including as the decision-maker in an emergency situation.
- As a residential member of staff you will share overnight duties, responding as needed to any welfare, safeguarding, or disciplinary issues that may arise.

## Benefits

Pay bands are calculated to be fair and consistent across all roles at Bridgemark. They are reviewed annually, taking into account any changes to the role.

This is a residential role. Accommodation and breakfast are provided at no cost to the employee. Additional meals are provided when required by working duties.

Full role training is provided.

## Safeguarding

Oxford Summer Courses is committed to safeguarding and protecting children. We check references and undertake enhanced Disclosure and Barring Service (DBS) checks to ensure all our staff are suitable to work with children.



## Person Specification

### Minimum requirements

- Bachelor's or higher degree
- Demonstrable experience in a position of authority working with children or young people in a residential setting
- Extensive experience in staff management and development
- Able to work to a prepared budget
- General competency in IT skills
- Right to work in the UK (we cannot sponsor work visas for this role)

### On-course staff profile

#### Skills, abilities and knowledge an ideal candidate can demonstrate

- Good judgment and conviction in decision-making
- Knowledge of health and safety, emergency, and child safeguarding protocols
- Staff management and professional development
- In-depth knowledge of and familiarity with Oxford, Cambridge, or London, especially as a student

#### Qualifications you may hold, or be working towards

- PGCE

#### Experience you may have

- Working in a leadership position in summer schools or holiday camps
- Experience working with children and young people in activity-based tourism
- Previous experience working at Oxford Summer Courses

#### Personality traits of a great Deputy Course Director

- Maturity and resilience
- Charismatic leadership and reassuring authority
- Creativity and a sense of fun
- Always willing to get involved

### Our company values

*Foster well-being* Our on-course team are mental health first aid trained. Supported by a dedicated crisis team, they never turn a blind eye if a student is struggling—however challenging.

*Adopt a growth mindset* Our on-course team never play the blame game. They have the courage to suggest better ways of doing things, and can take on more responsibilities each year.



**Maintain momentum** Our on-course team make the very most of their time with us by equipping themselves with skills for the future. They could grow into a full-time role and even travel the world.

**Achieve impact** Our on-course team appreciates the smallest interaction with students. They relish their position as role models and take time to build significant relationships.

**Collaborate** Our on-course team amaze us with their resilience and positivity when working under pressure. They do this by sharing the load and harnessing the diversity in the team.

## Selection process

### Pre-interview task

If you are invited to interview you will be asked to submit a pre-interview task. We ask for this to be sent 48 hrs in advance so that your interviewer can review it and consult the wider team if necessary.

### Interview

The majority of interviews will take place online this year using Google Meet. There is no need to download any software and you will be sent a link to the meeting room in advance. You will be asked to bring some documents to show on screen.

After being introduced to the role, you will be asked to discuss your prepared task and any relevant experience. Your interviewer will also find out how you would respond to scenarios that often arise in this role.

There will be plenty of opportunities to ask questions and find out more throughout.

### Role assignment

Students sign up to courses throughout the year, so positions will be filled on a rolling basis. This may mean that we will be unable to confirm the details of vacancies at the interview. If you are made an offer we will contact you separately to offer specific roles, dates, and location.