

## **Annex E - Leader Matrix**

There is no single qualification to lead an expedition.

The Leader Matrix relates to technical qualifications and experience. This alone does not suggest competence in leading overseas expeditions. In order to gauge the suitability of a Leader, assessments shall be made with regards to the potential Leader's character, personality and previous experience of travelling within Developing World countries in conjunction with this Matrix. Therefore other skills alongside technical expertise are necessary additional competencies for the outdoor leader who wishes to lead an overseas expedition.

The majority of Expedition Companies use the Mountain Training Mountain Leader Summer Award as a base line to indicate a leader's competence in leading groups in the outdoors.

A person who is qualified by experience but does not possess NGB qualifications may be appointed as a Leader provided that: -

- a. the experience is relevant and verifiable; and
- b. the experience can be judged to be suitably above the minimum standard required for the venture.

This includes:

1. Expedition Activity
2. Experience
3. Regional knowledge
4. Leader Qualifications
5. Core Competencies
6. Essential Knowledge and Additional Experience

This might apply to a leader from the UK or Overseas

**A hard or electronic copy of all certificates, other evidence of competence and references should be kept.**

Below is a matrix of essential and desirable skills for an Expedition Leader. What is essential and desirable for any expedition will vary depending on the group experience, the expedition itinerary and the environment it takes place in.

### Expedition Overview

<b>Country</b>	
<b>Environment(s)</b>	
<b>No Participants</b>	
<b>Leader</b>	
<b>Assistant Leader</b>	
<b>Teachers</b>	
<b>Additional requirements</b>	

### Essential Qualifications

<b>Qualifications</b>	<b>Essential</b>	<b>Checked Signature and date</b>
Mountain Training Mountain Leader Summer Award		
Other NGB Awards required		
First Aid		
DBS Disclosure and Barring Service checks and/or Disclosure Scotland checks.		

**Demonstrate experiential expertise in areas relevant to planned activities:**

<b>Activity</b>	<b>Essential</b>	<b>Desirable</b>	<b>Checked Signature and date</b>
Treks			
Mountaineering			
Rafting			
Caving			
Cycling/Mountain Biking			
Canoeing			
Working with animals			
Vehicle			
Diving			
Swimming			
Cultural/Social Projects			
Other			

**Demonstrate experiential expertise in regions relevant to intended environment:**

<b>Environment</b>	<b>Essential</b>	<b>Desirable</b>	<b>Checked Signature and date</b>
Mountain			
Desert			
Jungle			
Water-based			
Tropical			
Polar			
Developing World			
Altitude			
Other			

**Demonstrate further professional development through:**

<b>Professional Awards</b>	<b>Essential</b>	<b>Desirable</b>	<b>Checked Signature and date</b>
APIOL			
Degree/Diploma			
Mountain Training Awards MIA/C, IML etc			
BCU Awards Coach 2/3/4/5			
BSAC/PADI			
OSSM			
Other NGB Coaching Awards			
NVQ Awards			
Others			

**Demonstrate commitment to and evidence of the following key areas:**

<b>Skill/Experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>Checked Signature and date</b>
Self-awareness			
Professional conduct and maturity			
Experienced based judgement and decision making			
Teaching/ Facilitation			
Environmental Awareness			
Programme Management			
Safety and Risk Management			
Technical Ability			
Working with Young People			
Other			

**Demonstrate understanding and ability in assessing:**

<b>Skill/Experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>Checked Signature and date</b>
Crisis Management			
Medical facilities			
Emergency support			
Local Guides competence			
Accommodation safety			
Crime prevention awareness			
Gender issues			
Understanding of differing Religions			
Flexible Leadership Style			
Problem Solving Ability			
Travel on a variety of Transport systems			
Experience of unexpected I Situations			
Other			