



Job description:	Director of Expeditions
Responsible to:	Director of Character Education
Direct Reports:	Heads of Senior and Junior Expeditions and Expeditioners

Aiglon College is an international boarding school in the Swiss Alps with a worldwide reputation for providing a challenging, transformational, and holistic education. The expeditions programme is at the heart of an Aiglon education and is built into the fabric of the school.

JOB PURPOSE

The Director of Expeditions serves as the strategic lead for Aiglon's renowned expedition department. The post holder is responsible for the development and delivery of the programme's vision and ethos, ensuring it is progressive, relevant, and distilled into a coherent curriculum across the whole school. They provide leadership to a team of qualified expeditioners and ensure that all activities are managed with the highest standards of safety and risk management.

KEY TASKS AND RESPONSIBILITIES FOR THE POSITION

1. Strategic Leadership & Vision

- Visionary Design: Develop and oversee the philosophy and approach of our expedition programme, ensuring it reflects our aim to continue to be world leading in outdoor pursuit provision.
- Curriculum Development: Develop and implement the expedition programme ensuring it is progressive for all students, regardless of age or length of stay at Aiglon.
- Challenge: Ensure challenge is appropriate to ability and context, acknowledging that expeditions serve pastoral and community-building purposes alongside physical stretch.
- Reinforce the purpose of expeditions: independence, resilience, responsibility and growth.

- Holistic Assessment: Take a lead role in the school's development of holistic assessment within the expedition context.
- External Engagement: Seek to build relationships with the wider community to share expertise and gain insights from external best practices, with particular emphasis on risk management.

2. Operational Oversight & Management

- Team Leadership: Provide instruction and guidance to the Head of Senior and Junior Expeditions in their operational oversight.
- Leadership: Provide inspiration, leadership and guidance to all teaching staff involved in expeditions with the expectation to deliver the highest standards and professionalism.
- Staff Development: Manage professional reviews, appraisals, and training (internal and external) for the expedition staff.
- Meetings: Chair expedition department meetings and work closely with both Junior and Senior heads to ensure departmental alignment.
- Stakeholder Liaison: Liaise with the School Council, Assistant Heads, Houseparents, and academic departments.
- Recruitment: Oversee and support the recruitment of all expedition staff, including guides.
- Development: Monitor and continually improve the process of student reflection.
- Administration: Ensure all paperwork and communication is complete, efficient and effective.
- Budgets: Preparation and management of all Expedition budgets
- Administration: Use Aiglon's data management system to record and organise all expeditions
- Mountain School: Line-manage the Junior Mountain School Programme, with specific liaison with the Bear Grylls Survival Academy
- Summer Camp: Act as the senior advisor for all summer expedition activities, ensuring a robust handover of safety protocols and operational standards to the Summer School team while maintaining ultimate accountability for safeguarding and risk management frameworks.

3. Safety, Risk & Compliance

- Safety Evaluation: Oversee and evaluate the safety protocols of the entire expedition programme.
- Risk Management: Encourage and verify a high level of risk management documentation and ensure operating standards align with best practice.
- Open Culture: Ensure a safe and open environment for staff to share experiences and opinions to improve safety.
- Compliance: Ensure that all equipment and its usage comply with current PPE and safety standards.
- Work closely with the HR team and Director of Compliance to ensure compliance with all necessary processes relating to recruitment of guides.
- Ensure that qualifications of all staff and Guides are appropriate.
- Safeguarding: Ensure all staff and Guides receive safeguarding training at regular intervals. There is an expectation to uphold the highest standards of safeguarding.

4. Logistics & Equipment Management

- Planning & Bookings: Oversee and guide administrative support and the Heads of Expeditions to ensure bookings are made with a nine to twelve-month lead-in.
- Stores Management: Manage the expedition stores, including the upkeep, care, and long-term planning for equipment.
- Inventory Systems: Manage robust systems for recording inventories and maintenance schedules.

5. Communication & Ethos

- Internal Communication: Ensure students, staff and parents receive effective and efficient information regarding upcoming expeditions through assemblies, staff meetings, bulletins and external communication.
- External Communication: Work with communications, admissions, and advancement teams to ensure clear and inspiring messaging to the wider community, that is delivered to a high professional standard..
- Institutional Values: Contribute enthusiastically to the life and work of the school, upholding the Aiglon ethos, including the delivery of meditations.

GENERAL REQUIREMENTS

- The Director of Expeditions is expected to be visible and motivational presence and contribute to the overall life of the Aiglon community
- Undertake additional responsibilities as may arise at the reasonable request of the Director of Character Education and the Director of School.

SMC/April 2026