

Position Description - Director of Adventure

Role Purpose

The Director of Adventure is an executive leadership position responsible for the strategic oversight, development, and operational excellence of our four core adventure streams:

- Peninsula Camps — our flagship residential camp on the Mornington Peninsula
- Peninsula Journeys — remote journey programs to iconic locations such as Wilsons Promontory, the Grampians, and the Murray River
- Salty Surf School — surf education, beach safety, and public programs
- Peninsula Thrive Outdoors — our inclusive NDIS adventure stream

Reporting directly to the Managing Director, this role ensures each stream delivers high-quality, safe, and memorable experiences for all client groups while achieving financial and operational targets. The Director of Adventure is responsible for driving innovation, building high-performing teams, and maintaining strong industry partnerships.

Key Responsibilities

Strategic Leadership

- Develop and implement strategic plans for each adventure stream, ensuring alignment with organisational goals and growth objectives.
- Identify and establish new journey programs at key destinations, expanding Peninsula Journeys.
- Oversee the development and integration of Peninsula Thrive Outdoors, ensuring NDIS accreditation and compliance.
- Monitor trends and maintain sector leadership through program innovation and best practice.

Operational Management

- Oversee day-to-day operations across all streams, including bookings, scheduling, staffing, equipment, and site readiness.

- Ensure all programs comply with safety, risk management, and relevant sector regulations.
- Deliver outstanding client experiences while maintaining gross margin and budget targets.
- Develop and manage annual budgets for each stream.

People Leadership

- Build, lead, and mentor a diverse, multi-disciplinary team.
- Oversee recruitment, onboarding, rostering, and training of staff across all streams.
- Foster a positive, inclusive culture that supports development, teamwork, and safety.

Program Development

- Design and implement engaging, and inclusive outdoor adventure programs.
- Establish best practice frameworks and operational procedures.
- Evaluate and refine programs using client feedback and industry insights.

Stakeholder Engagement

- Build strong relationships with schools, community groups, funding bodies, and industry partners.
- Act as the key contact for regulatory bodies, land managers, and local communities.
- Represent the organisation at industry events and advocate for outdoor education.

Key Selection Criteria

Qualifications & Experience

- Tertiary qualifications in Outdoor Education, Teaching or related discipline.
- 8+ years' senior management experience across multiple sites, departments, or operational streams.
- Proven success designing and delivering centre-based, journey-based, and inclusive programs.
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- Peak body qualifications in relevant outdoor disciplines (e.g., surf instruction, remote journeys).
- Demonstrated experience in incident management, including critical response coordination, reporting, and debriefing processes in outdoor education settings.
- VIT registration highly advantageous
- TAE qualification highly desirable (Certificate IV in Training & Assessment).
- Minimum 3-day remote first aid certification; heavy vehicle license desirable.

Skills & Attributes

- Strong leadership and people management skills.
- Comprehensive understanding of outdoor education, sector regulations, and NDIS compliance.
- Demonstrated project management, planning, and budgeting capability.
- Excellent communication, stakeholder engagement, and client service focus.
- Flexible, solution-oriented, and comfortable leading in dynamic outdoor environments.
- Proficient with technology, scheduling systems, and reporting.

Other Requirements

- Working with Children Check and National Police Check.
- Current driver's licence.
- Willingness to travel within Victoria, including multi-day journey programs.
- Flexibility to work weekends and evenings when required.

Employment Details

- Position: Full-time, permanent
- Reports to: Managing Director
- Location: Mornington Peninsula-based, with travel to multiple sites and remote program locations
- Salary: \$100,00 - \$120,000 + Superannuation, with optional salary sacrifice for a vehicle

Applications close 1 January 2026 with role to commence mid January.

To apply, email matt@peninsulaoutdoors.au with a cover letter and resume.