



Management Team

— HEAD SURF COACH, OYAMBRE —

About Us

Star Surf Camps started with one small surf camp in France during the summer of 2010 and has since expanded across Europe, proudly welcoming back guests and returning staff year upon year. At Star we offer a unique surf and yoga trip experience that prioritises community, inclusivity, and unlimited levels of stoke. Whether a newbie frother or an expert shredder, ocean- and nature-lovers from all around the world find themselves at Star season after season to share party waves (and parties) with fellow solo travellers, families, friends, colleagues and students alike. It's a place for everyone - no matter age, background, language or surf level.

With a choice between basic camping tents, shared bell tents with individual mattresses, private luxury tipis with electricity and brand-spanking new motorhomes, the experience can be tailored to each individual's needs and "camping trip" expectations. Whichever roof (or canvas) our guests choose to lay their salty heads and surfed-out bodies beneath, everyone – staff included – will have an invitation to join our activities and events. From volleyball tournaments to skate jams, wine and cheese nights to day trips in Biarritz, open mic performances to creative workshops, there's something for everyone.

Summer Season

Applications have now officially opened for our **Management Team**. To guide our team of surf coaches in Oyambre, Northern Spain, we are recruiting a **Head Surf Coach** for our camp located a 10 minute walk from the beach. The camp welcomes an average of 40 (max 60) guests per week, with the majority opting in for daily surf lessons and/or board hire. As Head Surf Coach your focus is on overseeing daily surf related logistics and supporting the surf team throughout the season. Your objective is to create a consistently operational surf schedule, upholding lesson quality and striving to improve guest experience week on week.

The Essentials

- Dates:
 - **Oyambre:** End of May - late September (must be available for the full season and training prior).
 - + Flexibility to get in touch with team members before arrival.
 - + Availability to help build up and prepare the surf area before opening.
- Languages: English and Spanish
- EU drivers licence essential: Yes
- Minimum age: 22 years
- Vaccination status: Double-vaccinated with booster preferred, but not mandatory.

**Key Characteristics:*****Natural leader***

Team-player
Great people skills
High energy levels

Organised

Time-management skills
Communicates clearly
Hard working

Accountable

Takes responsibility
Punctual and flexible
Proactive

Solution-oriented

Glass half-full attitude
Quick thinking
Problem-solver

We ask for ISA (or equivalent) level 1 or higher as well as a minimum of 3 months' experience working in a European Surf School. The role also requires some computer skills with experience using Google Drive and Excel/Spreadsheets/Numbers.

Overview:

You are the overall responsible of the surf team. It is your duty to ensure that all surf instructors have the right tools to conduct their daily surf lessons to the best of their ability. As a successful Head Surf Coach you will guarantee the smooth scheduling of weekly lessons; comfortably handling day-to-day changes or challenges relating to weather conditions and guest requests, naturally thinking on your feet and acting promptly when urgent issues arise. As a role model to the surf team, you will motivate, inspire and encourage outstanding work ethic and team-spirit, creating an enjoyable and memorable experience for both instructors and students. You strive to receive positive feedback week on week and are able to apply criticism in a constructive way.

Responsibilities:

- Creating weekly lesson schedules by dividing guests into groups based on the booking information, including the number of lessons selected and specified surf level;
- Finalising a weekly working rota for the surf instructors and surf assistants, which will include the times they teach, assist and which groups they teach. The schedule will also include who is responsible for the surf theory class (rotating week on week);
- Attending weekly meetings with the Camp Manager to review guest feedback and adopt this in team meetings to maintain high quality surf lessons.
- Hosting weekly meetings with your surf team to make sure all instructors and assistants are happy, to discuss feedback from guests and to make improvements accordingly;
- Checking-in regularly with guests from different groups to ensure all are satisfied with the quality of their lessons i.e chatting during dinner times and camp activities;
- Supervising the surf lessons on the beach to ensure everything runs smoothly;
- Approving changes to the surf schedule and ensuring these changes are clearly communicated to all the guests as well as the Reception Team and Head of Teams;
- Liaising with the managers and reception for the general weekly camp plan to ensure there are no clashes between surf lessons and other activities i.e day trips, yoga lessons or entertainment;
- Setting up surf equipment prior to season start (installing fins, leashes and spraying the star surf logo onto boards) and taking apart the equipment at the end of the season;
- Ensuring any new equipment which arrives during the season is well installed and marked with the logo;
- Ensuring that the whole surf team helps with maintaining and returning all surf equipment on a daily basis;
- Supervising a mid-season deep clean of wetsuits with the surf team;
- Supporting and supervising the weekly clean-up of the surf equipment areas on Saturdays, ready for a new week to start on Sunday Morning;
- Introducing the surf team at the welcome speech during the presentation on a Saturday evening;
- Leading the surf safety speech during the wetsuit and board allocation on a Saturday evening;
- Remaining in the surf area on a Saturday evening to make adjustments to the new rota if needed.



Summary

- You play a fundamental part in the structure of both the Management Team and Surf Team and demonstrate responsibility and accountability at all times.
- You liaise with the Camp Manager, Head of Reception and Head of Team regularly. You understand that a successful season is dependent on clear communication, collaboration and support across all departments.
- You understand that the camp life journey comes with many unexpected bumps in the road. Your workload includes but is not limited to the tasks above and will therefore fluctuate from week to week.
- You recognise that there is a level of flexibility expected from the Surf Team to work together in order to absorb any additional tasks as required.
- You agree that absence or illness within your team will require you to cover if necessary;
- You lead by example, remaining calm and demonstrating stress-resilience at all times.
- You monitor and uphold campsite rules and ensure both guests and staff respect the noise curfew.
- You are a true team player and strive to achieve 5* feedback week after week.
- You promise to have an absolute blast, surf your heart out, spread the stoke and never forget your season with the Star Surf family!

The Benefits

- Training prior to camp opening (dates TBC)
- Support from the Oyambre Camp Manager throughout the season;
- A Spanish working contract for a 34 hour week and monthly salary;
- 1 day off per week;
- 7 breakfasts, 7 picnic lunches and 5 dinners per week;
- Private tent with mattress;
- Invitation to the surf camp activities;
- Staff discount on day trips, bar and merchandise;
- Free use of the surf and yoga equipment and possibility to join the yoga classes (subject to availability).



Management Team Application Form

— HEAD SURF COACH, OYAMBRE —

Please email the following information to jobs@starsurfcamps.com :

1. **A 2 minute video (attached via Google Drive with free access) describing:**
 1. Who you are and which role you are applying for;
 2. What makes you the perfect candidate;
 3. And why you wish to work for Star Surf Camps.
2. **This application form** (saved as: **Name Surname | Head Surf Coach Spain**)
3. **Your CV (English)** including references from at least 3 months working in a European Surf School.
4. **A copy of your ISA (or equivalent) Level 1 or higher certificate**
5. **Photo / video evidence of your surfing ability**

Name:	Nationality:
Age:	Languages:
Telephone:	Email:

Please mark [X] where appropriate:

[] I am fluent in at least 2 languages (one of which is English).
 Please describe your level of Spanish _____

- [] COVID 19: I am double vaccinated and have received a booster jab
 [] COVID 19: I am double vaccinated only
 [] COVID 19: I am not vaccinated.

Do you have a smartphone with mobile data to enable you to communicate in France/Spain? YES / NO
Please note; this is essential for the job, since all communication with the team happens via WhatsApp.

- Do you have a valid European driving licence? YES / NO
- How many years have you been driving for? _____ YEARS
 - Do you have previous experience with transfers? YES / NO
 - Do you have previous experience of driving in Europe? YES / NO

Do you use Social Media? YES / NO

If YES, please specify:

- Facebook name: _____
- Instagram handle: _____
- Other (blog, twitter, etc.) _____

loving life



info@starsurfcamps.com 

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@starsurfcamps 

In accordance with the job description above, please write a letter of motivation detailing relevant experience that supports your application as **Head Surf Coach, Oyambre.**

Due to the amount of applications we receive, please understand that we are unable to respond to each applicant individually. Successful applicants will be contacted by one of our team members.

We will likely start our recruitment from the end of January through to mid March.

Thank you & best of luck!
Your Star Surf Camps Team