

Participant Selection Criteria

How we select participants for our development project trips

Many of our trips involve some measure of voluntary work related to our International Development work with Moving Mountains. The details of each trip will outline how much of its program is devoted to this and what the work is likely to involve. It is very important that participants understand what is involved and also that they are going to be suitable to take part.

We have a responsibility toward our host communities, to make sure our work has a genuine positive effect and does not have any damaging effects. We will therefore go through an application and selection process where required. The following information will allow you to understand what we will be looking for in a volunteer.

Our adventure trips are continually open for application and we will initially ask for a telephone interview to discuss a participant's suitability and what they hope to gain from their time away. The most important qualities that we look for are open mindedness, willingness to learn from the experience, and the ability to contribute in a positive way to the group and project at large.

We also aim to make sure that any applicant has had access to sufficient information to allow them to make a fully informed decision on whether the trip is right for them and their expectations and aspirations will be met.

We may ask participants to write to us, allowing us to build up a picture and giving us information on why they are interested in the trip and what they think they can bring to the team and the communities we will be visiting. We may ask for a referee and we may also ask to conduct an interview. This will most likely be done on video Skype or an equivalent, to reduce any additional costs of travel.

We will ask you about your health to make sure you are ready to travel, and we may also chat about whether this trip is for general interest or specifically because you have an ambition to work in the development sector, or whether you plan to get a job in the adventure travel industry. In short, we'd like to understand a bit more about you and make sure that you are right for the sort of projects we are running.

We try very hard to recruit teams of people, equally male and female, and from a broad range of backgrounds. Overseas trips are often traditionally associated with young, white, affluent people which has somewhat stereotyped the sector, but this trip will benefit young people of all creeds, backgrounds and cultures. We want to have a diverse group of applicants and we do work hard to ensure our advertising and marketing reach is as wide as possible.

We believe in equal opportunities, this includes people on probation, physically and mentally challenged people and people looking to have an experience like this who may not always have such an opportunity in life. Our approach is the following: *how will this trip benefit you and how much can you benefit other people?*

The only reasons that an applicant may be rejected outright would be those whereby the best interests of the venture and of the participant themselves would be jeopardised by their participation. This may be based on advice from an appropriate professional advisor such as a doctor or on the advice of one of our senior expedition leaders or coordinators.