What is required from an activity instructor?
An activity instructor is a social person and a team player who has performance skills and proficient English language skills. The Lapland Safaris activity instructors work during the Christmas season, approximately from the end of November until the beginning of January.

Training of the activity instructors
A 3-day training is organized for activity instructors. Two (2) of the days are unpaid training and one (1) is familiarization, for which you are getting paid. The training includes learning the skills that you need as activity instructor, group control as well as familiarization to different customerships and to the company's service policy. The training includes also going through the different activities, which can be different depending on the destination, and getting to know the working environment. The most essential things for an activity instructor to learn in the training are local knowledge (Lapland), cold protection and group control/group leadership. It is an authorized training and each participant gets a certificate.

Familiarization of the activity instructors
For Christmas employees, the familiarization day is usually the first arrival day of the charter flights. Some of the participants of the training may even be acting as customers. The familiarization is paid working time.

The work is variable and includes responsibility
The work of Christmas employees is independent, even though there may be colleagues working in the same place at the same time. In practice, one activity instructor or Elf is responsible for one group of customers. The instructor is also responsible for the agreed timetable.
Activity instructors are mostly working as a bus guide on different activities. The program after the bus drive can include snowshoeing, cross-country skiing, tobogganing or riding husky, reindeer or snowmobile sleigh, for example. There will be several different groups during the Christmas season. The working times vary a lot according to the destination.