

# Lead the UK Contingent to the 2027 World Scout Jamboree in Poland



## UK Contingent Leader 26<sup>th</sup> World Scout Jamboree, Poland 2027

UK Headquarters Volunteer Vacancy Pack



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# Introduction to the World Scout Jamboree

**“The World Scout Jamboree is one of the largest outdoor education events for youth on the planet! Tens of thousands of Scouts from all over the world come together to camp outdoors and join in fun activities where they make new friends, learn about other cultures, and develop leadership skills that will last a lifetime.”**

[World Organisation of the Scout Movement website](#)

Since 1920, the World Scout Jamboree has been taking place across the world roughly every 4 years. The next Jamboree will take place in Poland in summer 2027, hosted by Związek Harcerstwa Polskiego (ZHP), the Polish National Scout Organization. The Scouts intend to take a National Contingent comprising of participants (aged 14-17), Unit Leaders, International Service Team and a Contingent Leadership Team.

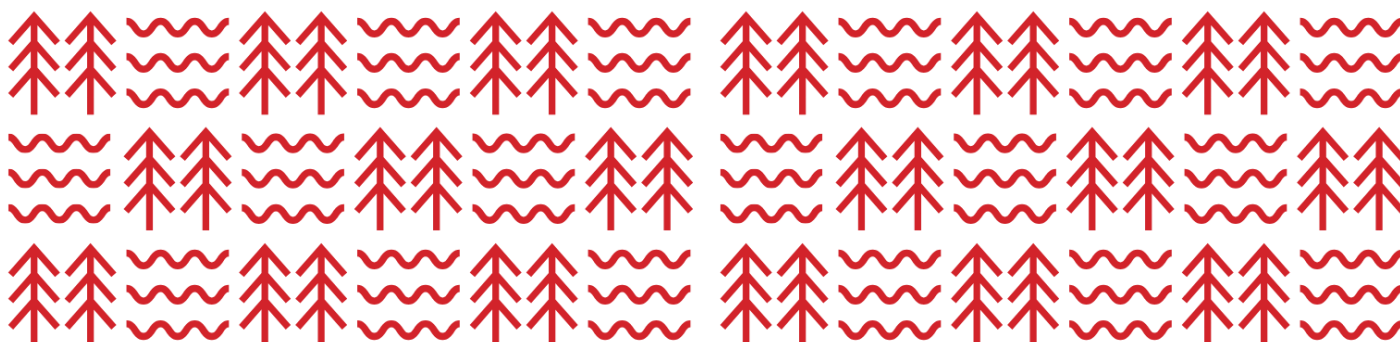
To begin the process of forming this UK Contingent, we are looking to recruit a UK Contingent Leader.

We are looking for a motivated and dynamic UK Contingent Leader to define, organise and deliver this fantastic event, working in partnership with UK Headquarters Staff and other senior volunteers, utilising the learnings of past UK Contingents. You will recruit and (directly and indirectly) manage a contingent of adult volunteers and young people to participate in this fantastic event. As well as the Jamboree itself, you will be responsible for helping develop the UK Contingent experience and working closely with UK Headquarters staff to create and manage the event budget.

Using the learning gained from previous Jamborees, Roverways and Moots, you will help the Scouts define new ways of working for this Jamboree (and other similar events going forward).

The full role description and what we are looking for are included in this pack. Flexibility, risk management, new ways of working, accepting different timescales etc. are all going to be key, not just for the UK Contingent Leadership Team but for all parts of the UK Contingent, including Units, IST and local Scouting that supports them.

The role though, as for previous Jamborees, is still to lead thousands of Scouts from across the UK on a fantastic adventure, this time to the 26<sup>th</sup> World Scout Jamboree in the Poland in the Summer of 2027. You can find out more about the event on the [organisers' website](#).



# How to apply or nominate someone

## Application and Nomination Process

Thank you for your interest in volunteering as the UK Contingent Leader for the 2027 World Scout Jamboree in Poland. On the following pages you will find more information about the role, as well as what the team is all about and what's in it for you as a volunteer joining us.

You can apply for the role yourself using the application form, or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to. Apply or nominate online:

### [Apply yourself](#)

### [Nominate someone else](#)

A search group has been put together comprised of UK Headquarters volunteers and staff to oversee this process and will review all applications and nominations in order to make decisions as to who to invite to attend the selection stage of this process.

## Key dates

The closing date for applications is **Monday 30 September 2024 at 23:59**. Please note that we will be contacting referees prior to the close of applications.

Shortlisted candidates will be invited to take part in a selection and assessment day at Gilwell Park (E4 7QW), on **Saturday 16 November 2024**. All reasonable expenses will be covered to attend on this day.

The successful candidate will need to be able to attend the first Heads of Contingents meeting which will be held online with a choice of either **Wednesday 11 or Thursday 12 December 2024**, during the day.

## Search Group

The search group undertaking the process to identify a UK Contingent Leader is comprised:

- Carl Hankinson, UK Chief Volunteer
- Sam Morris, Chief Volunteering Officer
- Ben Hodgkiss, UK Contingents Team Leader
- Rich Flowerdew, Head of Volunteer Support & Events
- Benedict Parker, previous WSJ Participant
- Sophie Hancock, previous WSJ Participant
- Georgia Galloway, UK Programme Design Team Leader
- Elaine Gausden, County Lead Volunteer – East Sussex
- Callum Farquhar, Regional Lead Volunteer – East Scotland

## Further information

For more information, or for an informal chat about this vacancy, please contact:

**Ben Hodgkiss** – UK Contingents Team Leader ([ben.hodgkiss@scouts.org.uk](mailto:ben.hodgkiss@scouts.org.uk)), **Rich Flowerdew** – Head of Volunteer Support & Events ([richard.flowerdew@scouts.org.uk](mailto:richard.flowerdew@scouts.org.uk)), **Carl Hankinson** – UK Chief Volunteer ([carl.hankinson@scouts.org.uk](mailto:carl.hankinson@scouts.org.uk)) or **Sam Morris** – Chief Volunteering Officer ([sam.morris@scouts.org.uk](mailto:sam.morris@scouts.org.uk)).

**We are particularly keen to hear from applicants who are underrepresented in our leadership roles including people from Black, Asian and/or minority ethnic backgrounds and women, as well as people with lived experience of supporting less affluent young people and communities.**

# Why would I want to volunteer as a UK Contingent Leader?

The opportunities in The Scouts are amazing. I have been privileged to have had opportunities to get involved in events in many different ways and had always had a passion for international activities both in my Scouting and working life, however I never expected to be leading the UK Contingent to Korea!

I applied as I was passionate about bringing the spirit of the Jamboree to as many people as possible; those who go on the journey and those back home across the sections who can join in with activities and sessions at home.



The beginning of the journey was a challenge as we were in the beginning of the pandemic but the support from the team was brilliant and having the opportunity to build a team of talented people, each with a special role that complimented our vision and mission! There is also a team at HQ who are awesome and hugely supportive with the opportunity to influence the project and create something special really showed what volunteers and staff working in partnership can achieve.

Once you are selected, it does take a while to get going, but there is loads to do! Getting the project going and influencing the shape of the Jamboree is magic. There is a little while before you get to meet the other Heads of Contingent across the world which brings the whole adventure to life. Seeing how Scouting is delivered globally is really interesting and I really loved having made friends across the world.

Leading the Contingent is a huge privilege and a further opportunity to develop leadership, teamwork and other skills – truly skills for life! I would wholly recommend applying to be the Contingent Leader for the 26 World Scout Jamboree. There are so many people who will support you to deliver an amazing event for young people across the UK.

If you are unsure, there are people who can talk to you about it and answer any questions. I'd be happy to and I'm sure the rest of our amazing Contingent Management and Support Team would happy to do so too.

**Liz – UK Contingent Leader, 25<sup>th</sup> World Scout Jamboree, Korea 2023**



The role of Contingent Leader for Roverway appealed to me for several reasons. Over the last few years, my focus in Scouting has been on the international side: in providing experiences for young people that give them a taste of the global phenomenon that Scouting is.

Prior to this, I had been involved in running several international trips on a smaller scale and attended the most recent World Scout Jamboree as Assistant Unit Leader. I had recently 'retired' as Assistant County Commissioner (International) for my County and was looking for a new project alongside my primary role as a Scout Leader.

The first few months of being a Contingent Leader is weird. You are the only volunteer member of the contingent working alongside teams of people at UKHQ and other Headquarters volunteers ready to support and guide you. There is limited information from the organisers at that point, and yet you have to move quite quickly as there is a lot to do in the early days.

Once you have a team in place, the role changes entirely, and you realise that there are other people out there just as passionate about international Scouting as you. It's more than fair to say we appointed some amazing volunteers.

If you're considering the role of Contingent Leader, I would encourage you to apply. I would encourage you to get in touch, ask questions that sound too silly to ask at interview, and better understand the adventure you could be signing up for.

**Shaun – UK Contingent Leader, Roverway, Norway 2024**

## About the role:

# UK Contingent Leader – 26<sup>th</sup> World Scout Jamboree, Poland 2027

<b>Purpose:</b>	Leading the UK's participation in the 26th World Scout Jamboree. Defining educational objectives and planning and managing the budget for the event, in conjunction with HQ Staff. Recruiting a diverse team of adult volunteers to manage and support the Contingent. Lead the UK Contingent on the event in Poland (and any other countries if applicable for pre/post events).
<b>Appointed by:</b>	UK Contingents Team Leader (working with a selection panel on behalf of the UK HQ Volunteer Support Team)
<b>Responsible to:</b>	UK Contingents Team Leader
<b>Responsible for:</b>	<ul style="list-style-type: none"><li>• Contingent Leadership Team</li><li>• Unit Leadership Teams</li><li>• International Service Team Members</li><li>• Participants</li></ul>
<b>Key staff partner(s)</b>	<ul style="list-style-type: none"><li>• Head of Volunteer Support &amp; Events</li><li>• Events &amp; Contingents Programme Manager</li></ul>
<b>Main contacts:</b>	<ul style="list-style-type: none"><li>• Chief Volunteer for International</li><li>• Events &amp; Contingents Staff Team</li><li>• International Leads/Contacts in Counties and Nations HQs</li><li>• UK Leadership Team</li><li>• UK Headquarters staff</li><li>• UK Executive Leadership Team</li><li>• UK Board of Trustees</li><li>• UK Headquarters staff teams (including Safe Scouting, Finance, Media &amp; Communications)</li></ul>
<b>External contacts:</b>	<ul style="list-style-type: none"><li>• Polish Jamboree Organising Team</li><li>• Contingent Leaders from other National Scout Organisations</li><li>• World Organization of the Scout Movement</li><li>• other statutory and voluntary organisations</li><li>• British Embassy in Poland Consular Staff</li></ul>
<b>Key tasks:</b>	Define, develop and promote the UK Contingent to the 26th World Scout Jamboree including: <ul style="list-style-type: none"><li>• Work alongside the International Volunteer Team and UKHQ staff to develop a project plan that builds upon the various reviews that followed the previous World Scout Jamboree</li><li>• Recruit and lead a Contingent Team to support both the contingent and local scouting during the Jamboree preparation and on event that is reflective of the UK Scouting membership</li><li>• Oversee IST recruitment and develop a plan to support local Counties (and equivalent) recruit Unit Leaders and youth participants</li></ul>

- Plan for a positive legacy from this event including working to develop contingent members as future leaders.
- Liaise with the event organisers in Poland and other external partners.
- Work with the lead staff member in developing the event budget to be approved by Finance Committee and Strategy & Delivery Committee. Deliver the project within budget.
- Provide regular management reports to the Project Board for this event, demonstrating how key outcomes are being met.
- Oversee all preparations for the Contingent including the training and development of adult volunteers, travel, kit provision and programme
- Lead the Contingent during their time outside of the UK
- Ensure a full evaluation is completed post event and reported to the relevant committees / boards.

**Time commitment:**

- The demands on a Jamboree Contingent Leader for more than a three year period are significant (throughout preparation, the event itself, and then post-event reporting). The UK Contingent Leader will not be permitted to hold any other significant Scouting leadership or delivery role for the duration of their appointment – this will be discussed with the shortlisted candidates and form the basis of the role offer.
- You will need to commit a significant amount of time to pre-event planning and meetings. Previously this has amounted to an average of ten weekends a year, as well as significant periods at other times throughout the life of the project and visiting the host country.
- You will need to commit to attending the Jamboree itself and will be out of the country for approximately three weeks in July/August 2027.

**Terms of appointment:**

- This appointment is for a term of nearly four years finishing in early 2028 and subject to regular role reviews by the UK Contingents Team Leader
- This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Association’s Expenses Policy will be paid.
- In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a manager Wood Badge.
- The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.
- The UK Contingent Leader will be expected to pay a subsidised fee for their personal attendance at the Jamboree, equal to half of the full fee. Grants are available to support an applicant if necessary.

**Key dates requiring attendance by the UK Contingent Leader:**

Meeting/Event	Date	Location	Attendance
<b>2024</b>			
Heads of Contingent First Meeting	11/12 or 12/12	Online	Must
<b>2025</b>			
Heads of Contingent Meeting	26-28/09	Gdansk, Poland	Must
<b>2026</b>			
Heads of Contingent Meeting	5-9/08	Gdansk, Poland	Must
<b>2027</b>			
Heads of Contingent Meeting	2-4/04	Gdansk, Poland	Must
World Scout Jamboree	30/07 – 08/08	Gdansk, Poland	Must



# What we are looking for?

## You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated
- Deliver results against an agreed set of objectives and plans, dealing with multiple tasks and deadlines in an organised and efficient way
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way
- Work in true partnership with national volunteers and staff in line with the National Volunteers and Staff Policy
- Support the management of large budgets and to recognise the importance of financial control in running successful projects.
- Mentor and coach volunteers, identifying and developing potential
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures
- Undertake the appropriate adult volunteer learning requirements

## You have the following:

- Experience of effectively leading, managing and coaching volunteers in a controlled project environment
- Experience of managing volunteers across a wide geographical area
- Experience of mentoring and/or coaching individuals to develop and realise potential
- Experience of working in a multinational environment with an experience of working with people from a wide range of cultures and backgrounds.
- Experience of managing international scouting trips or expeditions
- Experience of managing large multi-million £ budgets and experience of using financial control to successfully run projects.
- Experience of or formulating proposals for consideration by the Board of Trustees, Committees and/or Teams with the ability to articulate the key points at meetings, as appropriate

## You have the following characteristics:

- Approachable at all reasonable times
- A demonstrable commitment to the Fundamentals and Values of Scouting
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel
- No envisaged barriers to obtaining an enhanced disclosure through the DBS scheme
- Be a current member of The Scout Association or be willing to become one
- Resilient and positive in challenging circumstances.
- Self-motivated and able to use your own initiative, whilst recognising the limits of your authority.
- Fully committed to seeing the project through to completion which includes the production of a detailed written event evaluation.
- No envisaged barriers to holding a valid passport for the duration of the project – and having the rights to enter Poland and other European countries

# What is a Brilliant Leader at Scouts?

## 1: Brilliant Leaders collaborate to create impact for young people

- Understand what's important to young people and how their team helps this to happen.
- Strong understanding of the current realities of local Scouting.
- Create effective working relationships across HQ and beyond to deliver our goals.
- Know their customers and hold themselves accountable to meeting their needs.
- Are network builders who cultivate new connections that add value to Scouts.



## 2: Brilliant Leaders inspire and support our people to thrive

- Have a clear and compelling purpose for themselves and their team.
- Are self-aware, manage their energy effectively and role-model self-care.
- Take great care of people, supporting mental and physical health.
- Recognise and reward positive behaviours and high performance.
- Enable people to enjoy being a part of our organisation.

## 3. Brilliant Leaders are advocates for equity and inclusion

- Actively listen to and centre diverse voices.
- Create a psychologically safe and inclusive environment where everyone feels secure, respected, and valued.
- Recognise and take concrete steps to address privilege, power and bias in themselves as individuals and in our movement.
- Are role models for continuous learning; giving and receiving challenge while creating safe and brave spaces for colleagues to learn together.
- Make sure that their behaviour is underpinned by our values.

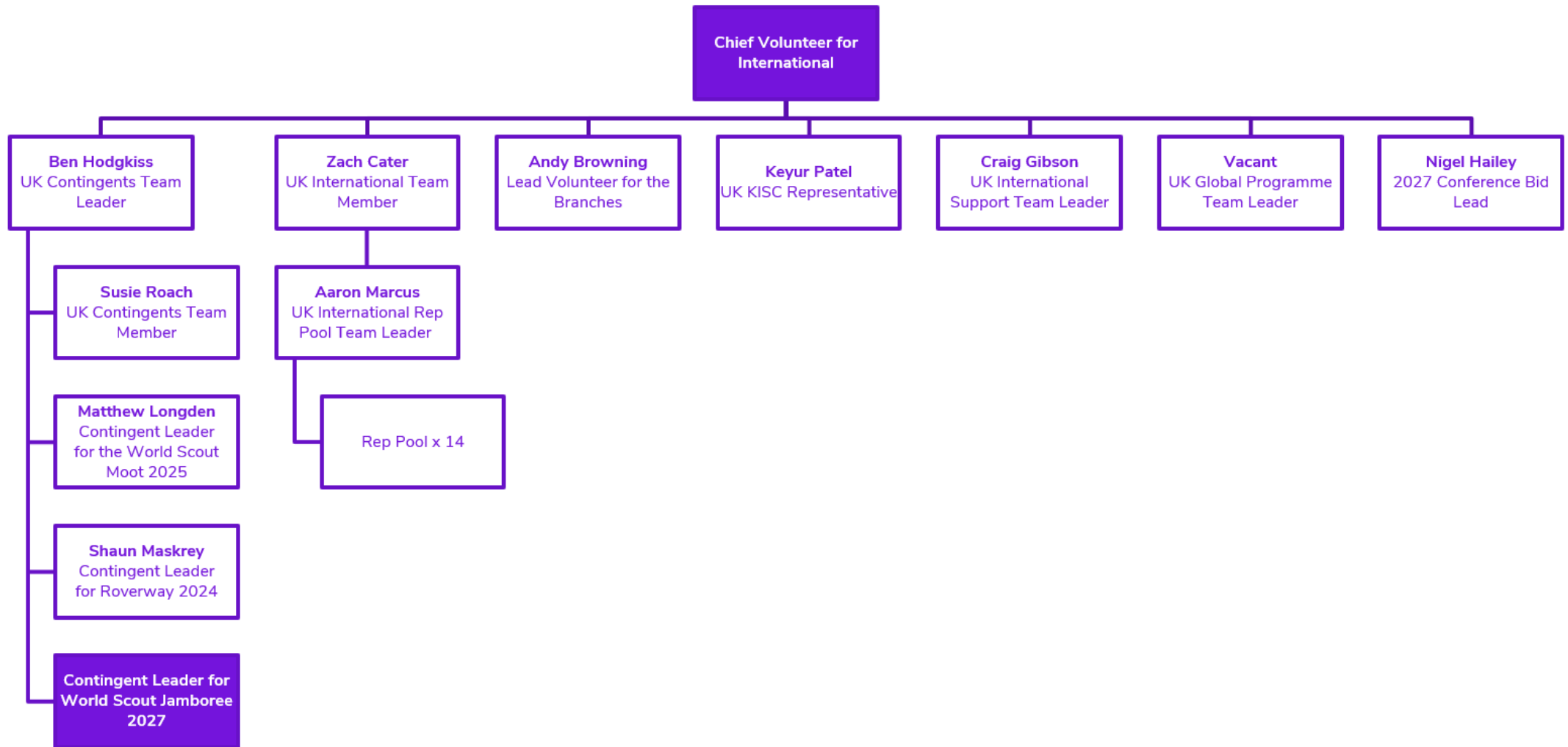
## 4. Brilliant Leaders are great at getting things done

- Are adaptable – agree clear objectives but change in line with circumstances.
- Work in an agile way, constantly learning, iterating, and achieving results at pace.
- Dynamically manage risk, calmly leading others through periods of change or crisis.
- Trust people to do the right thing and deliver.

## 5. Brilliant Leaders are forward thinking users of digital and data

- Use data and insights to drive decision-making.
- Understand and deploy user-centred design principles in development work.
- Are digitally literate and committed to making best use of digital to do things better.
- Encourage innovation and welcome disruptive thinking.
- Create a culture of active learning, spotting, and responding to future trends in the world beyond Scouts.

# UK International Team



# More information about Scouts

Click on the links below to read more about Scouts, our key policies and our Skills for Life strategy to 2025

[What Scouts do](#)

[Skills for Life – our strategy to 2025](#)

[About volunteering with Scouts](#)

[Our rules and key policies](#)

[World Scout Jamboree 2027 – Official Website](#)

# Map of UK Scouting



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There are also UK Scout Groups in a number of countries in Europe, the Middle East and the Far East. We also have the following UK Branches: Anguilla, Antigua and Barbuda, Bermuda, British Virgin Islands, Cayman Islands, Gibraltar, Montserrat, Solomon Islands, St Kitts and Nevis, Tonga, Turks and Caicos Islands, Tuvalu, Vanuatu.