



Join our team to help more young people access a fun, enjoyable, high quality programme.

UK Lead for Beaver Scouts

So we make decisions that meet the needs of our diverse membership, we would particularly encourage applications from **women**, and people from **Black, Asian, and ethnic minority** backgrounds, who are currently under-represented in our volunteer structures.



The Programme team.



Programme is the totality of what young people do in Scouting. Alongside People and Perception, it is one of the pillars underpinning our strategic plan.

By 2025, our 'Skills for Life' strategic plan commits us to preparing more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

The aim of the Programme pillar is to provide a fun, enjoyable, high-quality programme consistently delivered and supported by simple (digital) tools.

As a Programme Delivery Team we are a fun, fast paced team of 10, focused on designing, developing and supporting delivery of high quality programme that is relevant to young people, grounded in the best non-formal education practices and supports our [theory of change](#).

I truly believe that Scouts has a massive part in changing the world for good
Ollie Smith -Programme Delivery team lead



Some of our goals include:

- 50% of our young people achieving their Top Awards, taking part in Community Impact projects and shaping their Scouting experience
- Volunteer Programme Support roles get the support they need to enhance programme quality and delivery in their area.
- Local sections teams can access programme support outside their District and County (particularly for areas where this support is not available).
- The number of nights away and adventurous activity our young people take part in increases.
- We embed Squirrels, ensuring our early years programme has as much impact as possible and reaches young people who could benefit the most.
- .We know there are so many volunteers supporting and delivering the programme which provides young people across the UK with vital skills for life.

Programme Team

We're looking for people who care deeply about the programme, and the outcomes young people achieve as a result. We need someone really inspiring – like yourself, to support teams in making the programme easier to deliver.

You'll be helping to shape how we help young people develop skills for life. If you're still reading, then you obviously have an interest in what our young people take part in – so we would love to hear from you.

We want to make sure you feel supported, empowered, and that you enjoy your time volunteering beyond your local community, at a UK level. You'll be part of a friendly team of volunteers and staff members who will support you in your role. We will cover your expenses (all travel and out of pocket expenses associated with the role, according to the expenses policy) and support any other adjustments we can make to enable you to volunteer with us.

UK Lead for Beaver Scout

The role will be overseeing the Beaver Section across the UK, supporting as many young people to achieve their top awards as possible. This is done by focusing on supporting volunteers on the ground to deliver a top quality programme.

We're looking for someone to champion this section. you will drive uptake of HQ resources that help us to meet our strategic goals. You will also find ways to hear the realities of local delivery, feeding back what is working and what isn't so we can continually improve the support we give local Scouting.

This is a delivery and “doing” role, working towards our goals of:

- Increasing top awards through a quality Programme
- Supporting UK Scouts give better programme delivery support roles.
- Engaging programme line managers directly on the topic of Top Awards and quality programme
- Increase of sectional Community Impact, increase proportion of section.
- Increase the number of adventurous activities and nights away.
- Increase uptake of Young Leader support and engagement.
- Increase Youth Shaped across all levels of Scouting in the programme.

Working in Partnership

We are at our best when we marry the lived experience of our volunteers and young people with the professional expertise of our staff. So, whilst we try to make the best of both perspectives, both staff and volunteers have fair expectations regarding availability, capacity, decision making and accountability. In practical terms, this means that the UK Commissioner for Programme and the Deputy UK Commissioner roles are more likely to be involved in decision making and strategy and will hold relationships with senior staff and volunteer colleagues. Assistant Commissioner roles are more likely to be involved in delivery, supporting local volunteers and getting things done; very much a 'doing' role.

How to get involved

Expression of interest

To let us know you're interested in getting involved please add your details to this quick [Expression of Interest Form](#) and [Equality Monitoring Form](#). If you can't use the online form, get in touch with us using the details below. The closing date for applications is **5th November**

As well as your contact information, there's space for you to tell us a bit about why you want to become part of the Programme team, and to highlight skills and experience you think are helpful. There's also a space for you to tell us which of the Programme roles you'd be interested in.

Selection process

We'll aim to get back to all expressions of interest after the deadline with further information about what happens next, including upcoming opportunities to get involved.

There will be an informal chat with 3 or more volunteers / staff members to find out more about you, we will be wanting to find out more about:

- Your passions and motivation for programme,
- Your approach to leading and inspiring teams,
- Your understanding of the role in supporting others,
- Your hopes, challenges, and priorities for the role,
- And any questions you might have about the role.

Key Dates

The closing date for applications is 13:00 on **5th November**

We will be holding informal virtual interviews on **16th November**

Further information

If you would like to discuss the roles in more detail please contact:
Ollie Smith, Programme Delivery Team lead

Email: Ollie.smith@scouts.org.uk

UK Lead for Beaver Scouts

Role Purpose: In partnership with the Senior Programme Delivery staff team, **lead how we deploy our programme content and upskill our amazing section leader teams** so that more young people realise the outcomes in our Theory of Change, and we achieve the outcomes in our Strategic Plan.

Appointed by: Programme Delivery Team Lead

Responsible for: Potential and opportunity to grow your own team

Main contacts:

- UK lead for Squirrels, Cubs, Scouts, Explorers, Network, Young Leaders
- Programme delivery team members
- The Programme Design and Delivery staff team
- Local roles (Section, Group, District and County/Area) related to the delivery of the Scout programme.
- Programme Nation leads
- Programme Staff Colleagues
- Comms Staff colleagues .

Key tasks:

- **Top Awards:** Increasing the number of Top awards, increasing the likelihood of young people realising the outcomes in our Theory of Change and Strategic plan as a result of programme.
- Regularly **review** and comment on proposed project papers and badges and signing off awards such as King Scout awards.
- **Lead** a and recruit a team when necessary, when delivering projects.
- **Create and deliver** an action plan to support the Beaver section across the UK
- **Advocate** volunteer and young peoples voices
- **Prioritising:** Inform what the Programme team should prioritise in the medium term. This will involve finding ways to understand the realities of local programme delivery in Scouts and feeding this back to volunteer and staff colleagues.
- **Delivery:** Support the delivery of agreed priorities by motivating and communicating with Scout teams and helping to create resources, training, and events. (Webinars, Meetings etc) e.g., Increase Nights away, increase Community impact, increase Youth Shaped).
- **Support:** Understand the barriers of the volunteers delivering the programme to ensure outcomes are aligned to our Theory of Change and/or strategy, and deliverables are aligned to our approach to programme design and delivery.
- **Promotion:** Acting as a “face” and advocate of national Programme support, either through communications, presentations, workshops, or events. **Writing** termly programme emails. (blogs, Emails)
- **Team:** Work with other HQ volunteers and staff in a way that means you have a great experience, stay focussed on our strategy and priorities, work in partnership with staff, act in line with our values and are advocates for HQs work.

Time commitment: On average, 10 weekends (or part weekends) per year in addition, 4-5 hours a week to manage Teams, emails, Papers and calls.

Terms of appointment: The appointment is for an initial term of 2 years (subject to annual review with UK Programme Delivery team lead), with the potential for reappointment for a further period.

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.

Person Specification

During the selection process you will be asked to demonstrate that:

You are able to:

- Lead and manage people at a distance and in a voluntary environment.
- Self-manage your own workload and priorities.
- Contribute to programme development and identify practical actions to achieve strategic objectives,
- Inspire and motivate individuals.
- Communicate effectively, orally and in writing.
- Speak and present publicly in a clear, articulate, and motivating way.
- Effectively chair meetings.
- Listen to others and counsel when necessary.
- Be assertive and cope with challenging situations.
- Use technology to carry out a range of tasks – confident in Microsoft 365 suite – including Excel, Outlook, PowerPoint, Teams, and Word.
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures.

You have the following:

- Previous experience of the effective management and leadership of volunteers
- Previous experience of management / Leadership in a professional or voluntary capacity
- Previous experience of managing / Leading projects.

You have the following characteristics.

- Approachable at all reasonable times
- A demonstrable commitment to The Scout Association's Fundamentals and Promise
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining an enhanced DBS disclosure.
- Able to undertake the appropriate adult training requirements.