

Join the UK Programme Design Team



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Welcome

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 to deliver Skills for Life for young people.

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, be more 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 Design Team, we are focussed on designing and developing high quality programme that relevant to young people, grounded in the best non-formal education practices and supports our theory of change.

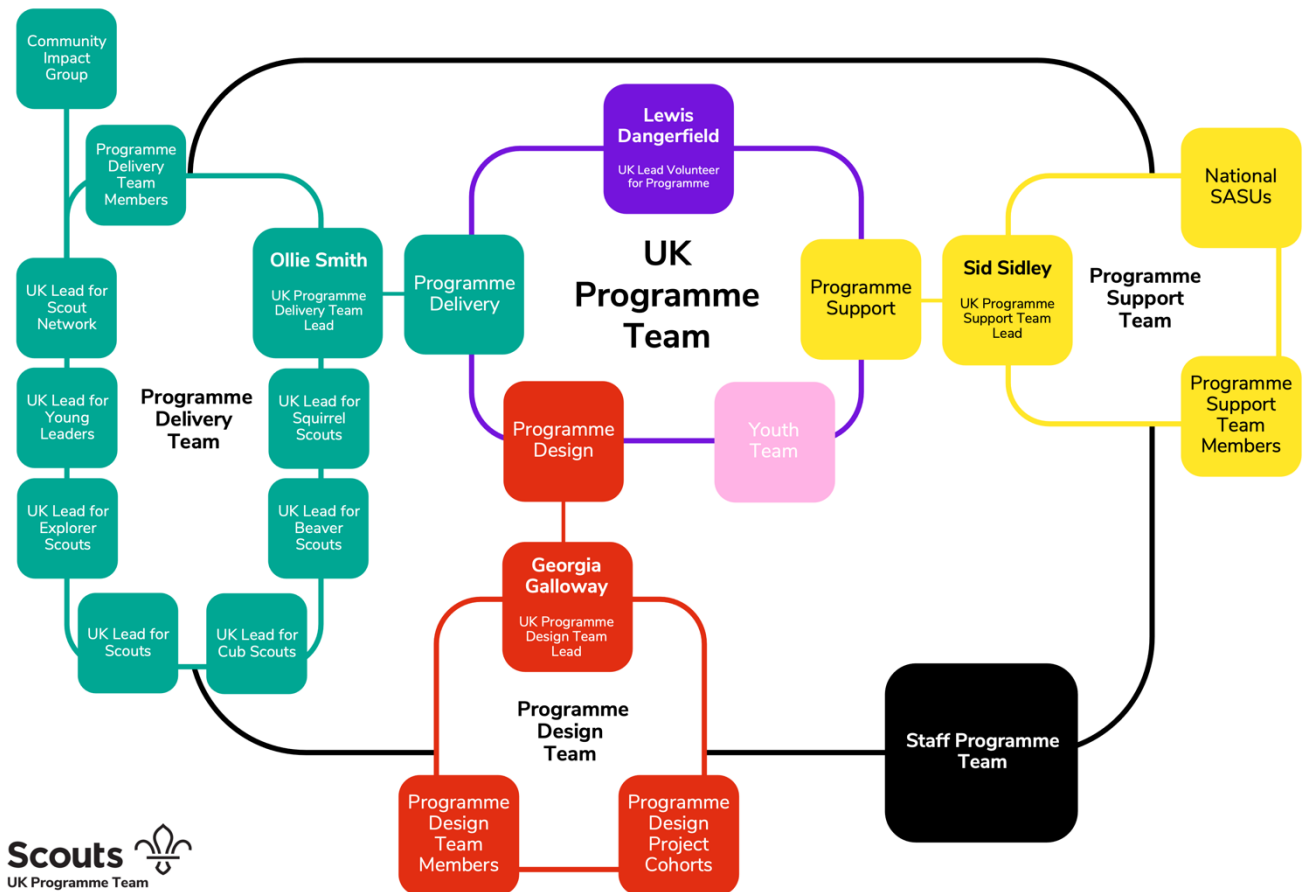


'We need volunteers to help inform ongoing Programme Design work. This is your opportunity to have real impact. Come and join us!'

– Georgia Galloway, UK Programme Design Team Lead

The Programme Team

Comprising of Staff and Volunteers, we collaborate with young people and the wider movement to design and deliver an amazing programme. Together we work to strengthen and respond to our evidence base, so that even more young people can feel empowered to change their lives and realise the outcomes in our Theory of Change.



What would I be doing?

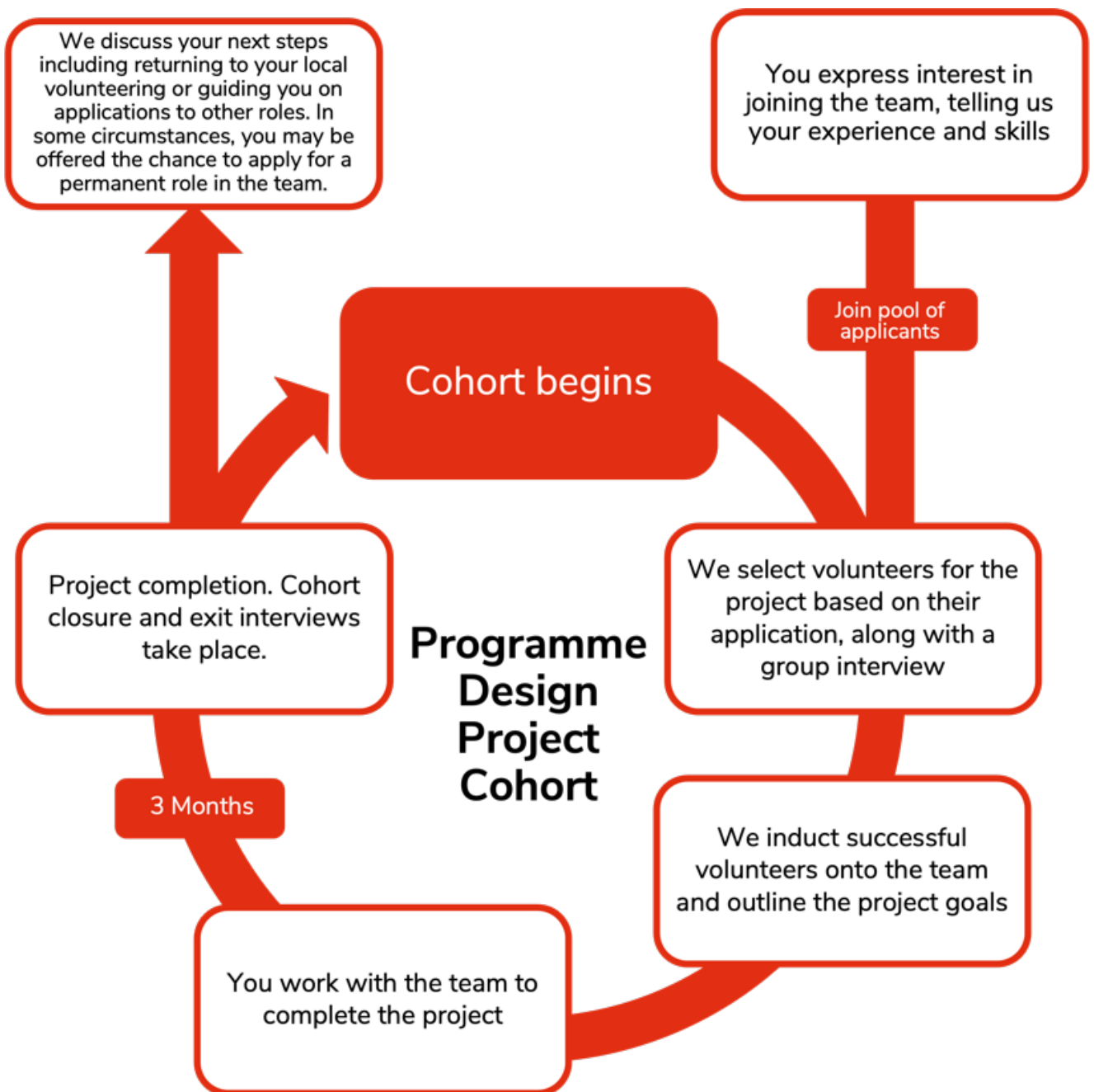
This role will be working as part of the Programme Design Team to facilitate work on one of our short-term projects. You will be joining one of our Project Cohorts. After applying, we will review applicants' skills and experience, before selecting a group to work on a particular project with set goals.

Following a group interview and confirmed selection, we will induct you into the team and set you on track to complete your project as a team. Your team will be supported by input from UK Programme Team Members and Staff.

Our upcoming projects will be aiming to develop our top-quality programme. This is an exciting opportunity to be involved in innovative and impactful programme design. Each project is anticipated to last for 3 months.

Once your project is complete, we will support you in your next steps as a volunteer. This could include inviting you to apply to join the Programme Design Team on a long-term basis.

We have designed this way of working so that the Programme Design team can be dynamic and responsive to new and upcoming projects. Once you've applied it may be a little wait before we know if a project is right for you. We will hold your application for up to two years. If you apply, please don't worry if you don't hear anything immediately as it may be that we think a future cohort would be the best fit for you.



An example of an upcoming project that we will be building a team for can be seen below.

Cohort 1: Reducing Cost as a Barrier to Top Awards

We want to make sure every Young Person has as much chance as possible to achieve their Top Awards. One of the considerations to improve accessibility is reducing cost. To explore this, we are developing a working group to review aspects of the Chief Scout Gold Award which can be reviewed to reduce cost and improve access for our young people.

This will involve:

- Considering current barriers in the Scout Challenge Awards and review badge requirements to reduce cost for Young People
- Working with our Sustainability team to advocate for schemes where kit can be shared or bought at a lower cost and engaging with the Delivery team to facilitate this work.
- Following the work with Chief Scout Gold Award, consider next steps to review other top awards in a similar fashion.

Is this role for me?

We would love to see a range of applicants to join our Project Cohorts. It would be fantastic to onboard volunteers from all backgrounds, whether you are an Explorer Leader on the coast of Northern Ireland, a Network member in central Birmingham or an Adult Volunteer in the Scottish highlands, we're looking for you! We would also love to see applications from individuals who have not previously volunteered at HQ. The unique nature of the short-term project means you can get stuck in without worrying about committing significant time to the role.

Experience: No previous experience of working at HQ is required

Membership: Network member and/or Adult Volunteer.

Duration: This is a 3-month role (not including on-boarding and cohort closure)

DBS: Enhanced Certification required

Skills / Personal Qualities: When completing the application form we will ask you if you have any experience in a range of areas. These are not compulsory requirements but will help us find the right project for you.

Broadly, we expect you to be able to have the following skills/experience:

- Teamworking
- Critical thinking
- Activity and resource design
- A passion for change
- Co-design with young people

You will...

- Be in a team made up of staff and volunteers
- Meet online for team project work, or face to face when required
- Have all expenses covered and equipment provided, we will meet your needs
- Meet new people, staff & volunteers from around the UK
- Gain experience of designing the youth provision for the largest UK Youth Organisation
- Gain training and opportunities to grow your skill sets
- Make a difference to Scouting!
- Receive tokens of thanks and recognition for your work

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 [Diversity Monitoring Form](#).

If you can't use the online form, get in touch with us using the details below.

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.

Selection process

At time of selecting the cohort, we will shortlist candidates to take part in a short group interview. Anyone not shortlisted who has expressed an interest will remain in the application pool for consideration in the next cohort. The interview will consist of a group exercise where we can learn about:

- Your passions and motivation for programme,
- Your approach to working in a team and solving problems
- And any questions you might have about the role.

Further information

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

Georgia Galloway, UK Programme Design Team Leader

Email: Georgia.Galloway@scouts.org.uk

UK Programme Design Team Member: Project Based Role

Role Purpose:	In partnership with staff colleagues and volunteers, work in a team on a given project to design and deliver high quality programme. Assist in helping more young people realise the outcomes in our Theory of Change and ensure we achieve the outcomes in our Strategic Plan.
Appointed by:	UK Programme Design Team Leader
Responsible to:	UK Programme Design Team Leader
Responsible for:	N/A
Main contacts:	<ul style="list-style-type: none">▪ UK Programme Team Leaders: Design, Delivery & Support▪ Members of the UK Programme Design and Delivery volunteer teams▪ The Programme Design and Delivery staff team▪ Local roles (Section, Group, District and County/Area) related to the delivery of the Scout programme
External contacts:	As and when requested by UK Programme Design Team Leader or senior staff colleagues.
Key tasks:	<ul style="list-style-type: none">▪ Top Awards: Working in a team to design programme that increases 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▪ Design: Assist in designing and developing new programme on short-term projects. Contributing ideas and working in a team to facilitate developing new high-quality programme.▪ 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.▪ Opportunity following the role to discuss next steps for you as a volunteer.
Time commitment:	On average, 4 hours per month and 1 weekend (or part weekends) during the role, which is likely to last 3 months.
Terms of appointment:	The appointment is for a fixed term of 3 months, with the potential to discuss future roles within the Programme Team where this is relevant. This is a voluntary leadership role and is unremunerated. However reasonable expenses in line with the Association's Expenses Policy will be paid. 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:

- Work in a team 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
- Listen to others and counsel when necessary
- 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

- Experience as a current adult volunteer or current Network member
- Previous experience of programme design in a professional or voluntary capacity
- Previous experience of working with adults across a wide geographical area and from various personal backgrounds.

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 travel
- No envisaged barriers to obtaining an enhanced DBS disclosure
- Able to undertake the appropriate adult training requirements