



Regional Lead Volunteer Northern Ireland

Volunteer Recruitment Pack

Lead Volunteer Recruitment Pack 2024

Scouts NI, 109 Old Milltown Road, Belfast, BT8 7SP. 028 90492829 www.scoutsni.org enquiries@scoutsni.org

About us

At Scouts NI we seek to empower our Young People by providing a wide-ranging programme aimed at giving them skills for life.

We are strong advocates for Diversity, Equity and Inclusion. Our young people and adult volunteers are continuously driven by our values; integrity, respect, care, belief and co-operation.

Across Northern Ireland there are 8,619 young people and 2,643 adults in Scouts NI (*Census 2023*). Our young people range from 4 to 25 year old across six sections (Squirrels, Beavers, Cubs, Scouts, Explorers and Network).

Why volunteer?

"I'm truly grateful for all the opportunities Scouting has given me and it's wonderful to be able to give back even just a little bit. It's such a valuable part of every young person's development and the skills you gain really are for life!" - **Adam McCambridge**

"There is truly nothing more rewarding than volunteering with Scouting and I honestly wouldn't get the same fulfilment from anything else. It allows me to help young people grow, develop leadership skills, grow in confidence, and achieve their full potential." - **Sasha Barrett Ferris**

"Volunteering with the Scouts offers such great opportunities to develop skills, and I love the feeling of giving back to my community and the young people, as I had a great experience as a young person. I also got the chance to experience things I never would have before, including international trips, and I would recommend trying volunteering with the Scouts. - **Josh Dripps**

"I volunteer with Scouting as I am so passionate about it. It is so nice to see young people get to do things they otherwise wouldn't have the opportunity to do. One quote I love, and which encapsulates volunteering with Scouts for me is 'Scouting rises within you and inspires you to put forth your best. Volunteering with Scouts has turned my life upside down - in a good way!'" - **Kayleigh Finlay**

Role Description

Regional Lead Volunteer

Scouts NI is made up of four Regions; North, East, South and West. We are currently seeking to recruit 2 Regional Lead Volunteers, of both the **North** and the **West**.

The successful candidates will be responsible for supporting District Lead Volunteers in the effective running of their District and ensuring that young people are given the opportunity to gain skills for life.

Scouts NI Structure

North Region: Slemish, South East Antrim, North Belfast, North West Belfast.

South Region: Armagh, South Down, Lisburn, Lagan.

East Region: North Down, Strangford, East Belfast.

West Region: Fermanagh, Tyrone, Londonderry.

Responsible to:

Chief Volunteer of Northern Ireland.

Responsible for:

District Lead Volunteers.

Main Contacts:

Chief Volunteer, NI Chief Executive, NI Growth and Engagement Staff Team, NI Admin Manager, NI Programme Lead Volunteers, other Uniformed Youth Organisations and Schools.

Appointment requirements:

- Membership of The Scout Association.
- Satisfactory AccessNI clearance.
- To understand and accept The Scout Association's policies.
- Completion of a manager Wood Badge (Role Specific Training) within three years of appointment.

About the role

- Ensure that each District in the Region has effective leadership by appointing and supporting District Lead Volunteers to lead their teams to grow and develop Scouting membership in the Districts as well as deliver Scouting's wider strategic objectives in conjunction with the Chief Volunteer of Northern Ireland.
- Build and maintain a sense of regional team by holding regular team meetings with the District Lead Volunteers and their Teams to collaborate and provide peer support.
- Together with the District Lead Volunteers, agree the regional priorities and produce a plan to deliver these to meet Scouting's growth ambitions, vision and strategic objectives.
- Ensure that problems within the region are resolved so that an effective volunteering culture is encouraged, and District Lead Volunteers feel supported to deal with challenging issues, including complaints in a timely manner.
- Play an active part within Team NI by attending meetings during the year to contribute to the development of Scouting within Northern Ireland.
- Represent Scouts NI at within Districts by attending events.
- Support team members or other Scouts volunteers by contributing ideas or coaching them to find solutions to their challenges.

What are we looking for?

Skills and abilities

- Ability to organise, lead and motivate a group of volunteers to get things done
- Ability to speak and present publicly in a clear, articulate and motivating way
- Ability to effectively chair meetings both face to face and via online platforms
- Ability to be assertive and cope with challenging situations
- Ability to use digital technology well, including Microsoft Office programs (Word, Excel, PowerPoint) as well as email and online digital platforms including mobile apps such as WhatsApp, Zoom, Teams etc. for virtual meetings.
- Ability to communicate well, orally and in writing
- Ability to listen to others and counsel when necessary

Knowledge and experience

- Experience of the effective management and leadership of volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing adults across a wide geographical area and from various backgrounds.
- Recent experience in a leadership role within Scouts would be highly advantageous, particularly as a District or County Lead Volunteer or Deputy (but is not essential if you can empathise with people who volunteer in these roles)
- Knowledge and experience of what we do in Scouting to deliver programme to young people (this might be as a youth member, parent or existing volunteer)

Personal qualities

- Inspirational and able to create followership amongst other volunteers in Scouts
Inspirational, energetic, and enthusiastic about the role
- Open to new ideas and motivated to deliver change
- Approachable at all reasonable times
- Committed to the Values and Fundamentals of Scouts
- Committed to your own personal development
- Self-motivated
- Able to travel to attend meetings



Core Leadership Skill Areas for a Lead Volunteer

We've identified six core skill areas that enable good leadership in Scouting:

- **Provide direction** and create a vision for Scouting within your area of responsibility and provide clear leadership to implement that vision.
- **Working with people** to create team spirit amongst other volunteers and form effective working relationships based on the Values and Fundamentals of Scouting.
- **Achieving results** and ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between different teams in Scouting.
- **Enable change** and encourage volunteers to think of creative ways to improve Scouting within their area of responsibility. You will provide support to implement changes.
- **Using resources** to ensure that information and resources are available, helping volunteers to continue to provide excellent Scouting opportunities to young people.
- **Managing time and personal skills** by using your time effectively, and be willing to continue to learn and improve your skills.



Further information

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](#)

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

Stephen Donaldson, Chief Volunteer of Northern Ireland

Email: chiefcommissioner@scoutsni.org

Jonathan Gracey, Chief Executive, Scouts NI

Email: jonathangracey@scoutsni.org

Process

You can apply for the role of the Lead Volunteer of the West of Northern Ireland yourself using the application form, or nominate someone else using the nomination form.

Those nominated will be contacted and asked to complete an application form, however nominees are under no commitment to apply unless they wish to.

Apply or nominate online:

[Apply here](#)

[Nominate here](#)

A search group has been put together 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 and nominations is **09:00 Monday, 22nd July 2024.**

Interviews **W/C 5th August 2024.**