



Join the UK Programme
Adventure Team

Scouts 

What's inside?

Welcome	3
The Programme Adventure Team	4
How to get involved	5
Role Descriptions	6



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](#).

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** 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 reviewing the effectiveness of our **programme for 14-24 year olds**.



'Our adventurous and nights away activities are something that sets Scouting apart, we need volunteers to help us support safe delivery across the UK. Come and join us!'

– Lewis Dangerfield, UK Lead Volunteer for Programme

The Programme Adventure Team

We're looking for people who care deeply about our Youth Programme, the activities our young people take part in, and the outcomes young people achieve as a result. We need someone really inspiring – like yourself – to support our local volunteers in making adventurous and nights away activities easier to deliver.

You could occasionally help on specific projects, or take a leading role in shaping our strategy and priorities. You don't need to be an expert, and you'll get lots of support to grow into your role. Whatever that role is, in partnership with our staff team, 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.

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 Lead Volunteer for Programme and the UK Programme Adventure Team Leader will be more likely to be involved in decision making and strategy and will hold relationships with senior staff and volunteer colleagues. UK Programme Adventure Team Members are more likely to be involved in development and delivery, supporting local volunteer teams and getting things done.

Throughout the year, we will create ways for *all* roles to inform what we prioritise and shape our initiatives. Always with a view of making sure we can keep workload manageable, don't overload the movement and use the charities resources effectively.

The Roles

Here's a bit more about the different roles we have to offer, and you can find the full role description at the end of this pack:

- **UK Programme Adventure Team Leader - Page 6**

Focussed on leading on the continuous development and deployment of our adventurous programme content and support delivery of adventurous and nights away activities in Scouting, in partnership with the Senior Programme Managers and National Safety Manager. You will shape our programme content so that more young people realise the outcomes in our Theory of Change, and inform what else we should be providing to meet our strategic goals.

UK Programme Adventure Team Members – Page 8

Focused on supporting the adventurous areas of programme, you may be involved in the continuous development of our adventurous programme, advising on specific technical aspects or supporting local volunteers to deliver the adventurous programme; or a mixture of all of the above. We are particularly looking for individuals with depth of experience delivering adventurous activities, the Nights Away and Adventurous Activity Schemes and national assessors.

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

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 if you are not successful at this time.

We will be prioritising the UK Programme Adventure Team Leader role, and so the Team Member roles make take a little longer to process.

For all roles there will be an informal chat with 3 or more volunteers / staff members to find out more about you including:

- Your passions and motivation for Youth Programme,
- Your understanding of the role in supporting others,
- Your hopes, challenges, and priorities for the role,
- Your adventurous activity experience,
- And any questions you might have about the role.

For the UK Programme Adventure Team Leader role there will be a presentation task that will be communicated as part of the invite to interview.

Key Dates

The **closing date** for applications is **Saturday 16th November 2024**.

We will be holding informal virtual interviews from 22nd November 2024.

Further information

For more information, or for an informal chat about this vacancy, please contact:
Lewis Dangerfield, UK Lead Volunteer for Programme

Email: lewis.dangerfield@scouts.org.uk

Role Description – UK Programme Adventure Team Leader

- Role Purpose:** To assist the UK Lead Volunteer for Programme in supporting and developing the Adventure Programme, including adventurous, creative and nights away activities. In partnership with the Programme and Safety team colleagues, **lead on developing and deploying our adventurous programme content and support delivery of adventurous and nights away activities in Scouting**, so that more young people realise the outcomes in our Theory of Change and we achieve the outcomes in our Strategic Plan.
- Appointed by:** The UK Lead Volunteer for Programme
- Responsible to:** The UK Lead Volunteer for Programme
- Responsible for:** The UK Programme Adventure Team including specialists in:
- Adventurous Activities
 - Creative activities
 - The Nights Away Permit Scheme
 - Adventurous Activity Permit Schemes
 - National Assessors
- Main contacts:**
- UK Lead Volunteer for Safe Scouting
 - National Safety Manager and their staff team
 - The UK Programme Team Leaders – Design, Delivery and Support
 - Senior Programme Design and Delivery Managers and their teams
 - Safety Committee
 - The appropriate Programme and Activities Leads in the Scottish, Welsh and Northern Ireland Headquarter teams
- External contacts:** As agreed with UK Lead Volunteer for Programme and UK Headquarters
- Key tasks:**
- Strategy:** Alongside the UK Lead Volunteer for Programme and relevant staff, create and lead the strategy for increasing the likelihood of young people realising the outcomes in our Theory of Change and Strategic Plan as a result of our adventure programme content being delivered by amazing section leaders.
- Prioritising:** Along with the relevant staff member, agree what the Programme Adventure team and relevant staff colleagues in both Programme and Safety should prioritise in the short & medium term. This will involve consideration of different demands (member requests, performance to date, external partnerships, senior volunteer/staff agendas, national regulatory developments and guidance, etc) as well as finding ways to understand the realities of local delivery of adventurous and nights away activity.
- Development and Delivery:** Support the delivery of agreed priorities by motivating and communicating with volunteers supporting adventurous and nights away activity, and helping to continuously develop our national rules, resources, training and events. This will include the Adventurous Activity Permit Scheme (AAPS) Visits Abroad process (VA) & Nights Away Permit Scheme (NAPS).
- Sponsoring Projects:** When distinct projects are substantial enough and member facing, acting as (or delegating) a Sponsor to ensure outcomes are aligned to our Theory of Change and/or strategy, and deliverables are aligned to our approach for Youth Programme.
- Supplier/User on Projects:** When a project or programme demands it, acting as (or delegating) a project member to ensure outcomes are aligned to our Theory of Change and/or strategy, and deliverables are aligned to our approach to Youth Programme.

Promotion: Acting as a “face” and advocate of national Programme and Safe Scouting support, either through communications, presentations, workshops or events.

Team: Motivate and support HQ volunteers so that they have a great experience, and are focussed on delivery 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, twelve weekends (or part weekends) per year, around 4 of which will be in London or at Gilwell Park. In addition, 6-10 hours per week to manage emails, Teams and telephone calls. Two or three days per year, mid week, may be required to meet with external organisations and staff teams.

Terms of appointment: The appointment is for an initial term of 2 years (subject to annual review with the UK Lead Volunteer for Programme), with the potential for re-appointment 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

Any member of the Scout Association currently aged over 18 is eligible to apply for this role. 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
- 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 – particularly Teams and Sharepoint
- quickly assimilate a broad overall knowledge of Scouting’s policies and structures
- undertake the appropriate adult training requirements

You have the following

- previous experience of effective management and leadership in a professional or voluntary capacity
- previous experience of managing adults across a wide geographical area and from various personal backgrounds
- experience of The Scout Association’s range of adventure and nights away activities
- a good knowledge of some or all of the following subjects: The Scout Association’s Youth Programme, issues relating to young people aged 4 - 25; children and young people’s education (formal and informal)
- previous experience in formatting proposals and reports for committees and articulating points at those meetings

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

Role Description – UK Programme Adventure Team Member

Role Purpose:	To assist the UK Programme Adventure Team Leader in the continuous development and deployment of guidance on undertaking adventurous activity, and support delivery of adventurous, creative and nights away activity in Scouting , so that more young people realise the outcomes in our Theory of Change and we achieve the outcomes in our Strategic Plan.
Appointed by:	The UK Programme Adventure Team Leader
Responsible to:	The UK Programme Adventure Team Leader
Responsible for:	N/A
Main contacts:	<ul style="list-style-type: none">• UK Programme Adventure Team Members – including Technical Advisers, the Nights Away and Adventurous Activity Permit Scheme advisers and National Assessors.• Other UK Programme Teams - Design, Delivery and Support• Programme Design and Delivery staff teams• UK Lead Volunteer for Safe Scouting and their team• National Safety Manager and their team• The appropriate Programme and Activities Leads in the Scottish, Welsh and Northern Ireland Headquarter teams
External contacts:	As agreed with UK Lead Volunteer for Programme, UK Programme Adventure Team Leader and UK Headquarters
Key tasks:	<p>Development and Delivery: Support the delivery of agreed priorities by motivating and communicating with local volunteers supporting nights away and adventurous activity, and helping to continuously develop our national rules, resources, training and events. This may include the Adventurous Activity Permit Scheme (AAPS) Visits Abroad process (VA) & Nights Away Permit Scheme (NAPS).</p> <p>Supplier/User on Projects: When a project or programme demands it, acting as a project member to ensure outcomes are aligned to our Theory of Change and/or strategy, and deliverables are aligned to our approach to safety, programme design and delivery.</p> <p>Promotion: Acting as a “face” and advocate of national Programme and Safe Scouting support, either through communications, presentations, workshops or events.</p> <p>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.</p>
Time commitment:	On average 4-6 weekends (or part weekends) per year, In addition, 3-5 hours per week to manage emails, Teams and calls. Depending on role within team there may be a need to meet with external organisations a couple of weekdays a year.
Terms of appointment:	The appointment is for an initial term of 2 years (subject to annual review with the UK Programme Adventure Team Leader), with the potential for re-appointment 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

Any member of the Scout Association currently aged over 18 is eligible to apply for this role. During the selection process you will be asked to demonstrate that:

You are able to:

- work effectively with people in a team at a distance and in a voluntary environment
- 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
- be assertive and cope with challenging situations
- use technology to carry out a range of tasks – confident in Microsoft 365 suite – particularly Teams and Sharepoint
- quickly assimilate a broad overall knowledge of Scouting's policies and structures
- undertake the appropriate adult training requirements

You have the following

- previous experience of effective cross discipline/project based team working in a professional or voluntary capacity
- previous experience of working with adults across a wide geographical area and from various personal backgrounds
- experience of The Scout Association's range of adventure and nights away activities

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