



Join our team to help make volunteering easier and more rewarding.

People team opportunities



The People team

The 'Skills for Life' strategy sets out our aims for the next four years (up to 2025).

By 2025 we will have prepared 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.

'People' is an essential pillar of work in achieving this.

We are working to ensure that:

Every volunteer is welcomed.

Every volunteer is supported.

Every volunteer is valued.

Every volunteer gains new skills (and has fun!)

Every volunteer matters.



The People team is made up of dedicated staff and volunteers just like you, all working together to transform volunteering at the Scouts.

People Team Roles

We have several vacancies across the team.

We're looking for people who care deeply about making Scouts a relevant, trusted organisation, are passionate about recruiting, supporting, and training amazing volunteers to deliver Scouting on the ground.

We have lots of diverse ways you could get involved, from contributing to a team for a specific project that you're interested in, to joining the UK Commissioner for People Team. If you're still reading, and this work sounds exciting to you, we want to hear from you.

With the support of our staff team throughout your time volunteering with us, we'll make sure you are able to help shape the future of Scouts, whatever your background.

If you're interested and think you've got the potential to grow into these roles, we'd love to hear from you.

How we support you

Whatever role you choose, 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 (according to the expenses policy) and support any other adjustments we can make to enable you to volunteer with us.

If you are interested in applying for any of the vacancies and have any questions or concerns about the application and selection process or volunteering with the Scouts please use the emails at the end of this pack to get in touch and we're happy to help.



The People Programme's Aims

We want to make sure that all volunteers feel valued for everything that they do and most of all, we want them to enjoy their experience at Scouts.

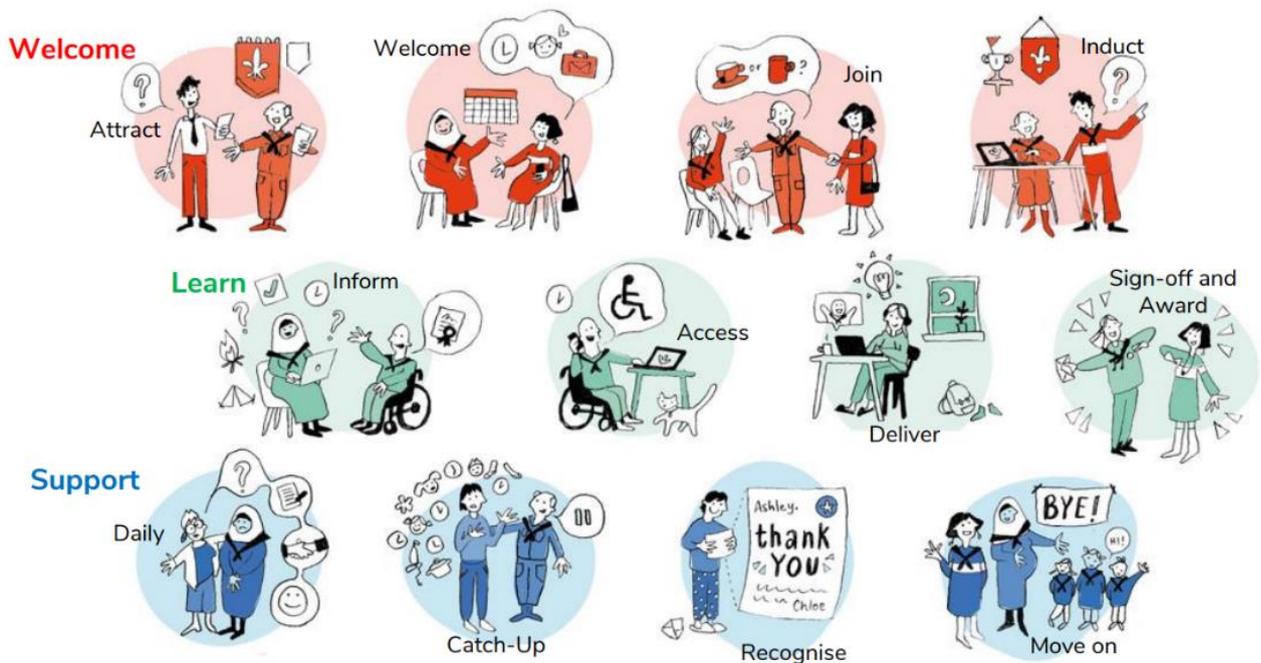
We know we need to recruit and retain more volunteers if we want to keep growing and provide more young people with skills for life. There also needs to be more support in place to make sure there's a great local welcome, with a smooth, integrated learning experience and good ongoing support.

- Recruit 10,000 more frontline adult volunteers
- Have a compelling volunteer offer that demonstrates the value and benefit of volunteering for The Scouts
- Ensure our volunteering roles are modern, manageable and fit for purpose
- Have an improved and seamless joining and learning journey
- Have more volunteers from diverse range of backgrounds that reflect the demographics of society

To do this, we are fundamentally reviewing our whole volunteer journey. We are working in closely with volunteers on the ground (and those not yet involved) to designs processes that provide a great experience and makes the best use of digital technology. We test things out, learn and make them better.

We are focusing on the needs of section leader teams and the vital role they have in directly delivering amazing Scouting to young people. We will then consider the support that these volunteers need, how they are managed, and the local governance roles required, ensuring all of these roles work together to maximise our ability to equip young people with skills for life.

This is how volunteering will look...



You can find out more about the work we've done so far and the vision for volunteering we're working to deliver [here](#).

People Programme Themes and Projects

To achieve our vision and the aims of the People Programme, the work is broken down into 5 themes, each consisting of several projects.



The level of involvement in these Themes and the projects within each Theme would be determined by your role. For example, Theme and Project Leads are directly involved in the relevant Themes and projects whereas the Deputy UK Commissioners for People roles are more involved in the governance of the programme and overall strategic delivery.

People Programme Roles

We are recruiting seven roles across the UK Commissioner for People Team and the People Programme of Work. While the work of these two groups will intersect there are clear distinctions that can be made.

The UK Commissioner for People Team look at the here and now – making sure active volunteers are represented and supported to do their roles effectively.

The People Programme Team look to the future of volunteering at the Scouts and do the work to transform our volunteering offer so we can meet our strategic aims set out in Skills for Life.

Join the UK Commissioner for People Team

The UK Commissioner for People Team is growing. To continue to support the needs of our active volunteers we are looking for a team of people who are passionate about volunteering, understand the needs of volunteers and are willing to learn.

We have 3 roles available in the team.

Deputy UK Commissioner for People

We are looking for someone that can help lead a team, who works well with others and is solutions focused. Working closely with the UK Commissioner for People, the Deputy is responsible for providing leadership across the UK Commissioner for People Team. The primary focus of this role is to ensure that the UK Commissioner for People team can provide outstanding support to active volunteers across the movement. This is achieved by leading the team of 3 Assistant UK Commissioners for People, each with their own focus on; Learning, Volunteer Journey and Governance. You will also work in close partnership with our staff colleagues, particularly the Volunteering Design Manager, as part of the Volunteer Product Team which provides capacity to deliver improvements to volunteers in an agile way.

You can see a full role description at the end of this pack.

Assistant UK Commissioner for People (Volunteer Journey)

We are looking for someone who works well in a team and has a particular interest in supporting volunteering at the Scouts. This role's specific remit is to provide support to active volunteers on all aspects of the current volunteer journey. This includes recruitment, retention and recognition, leaving and returning.

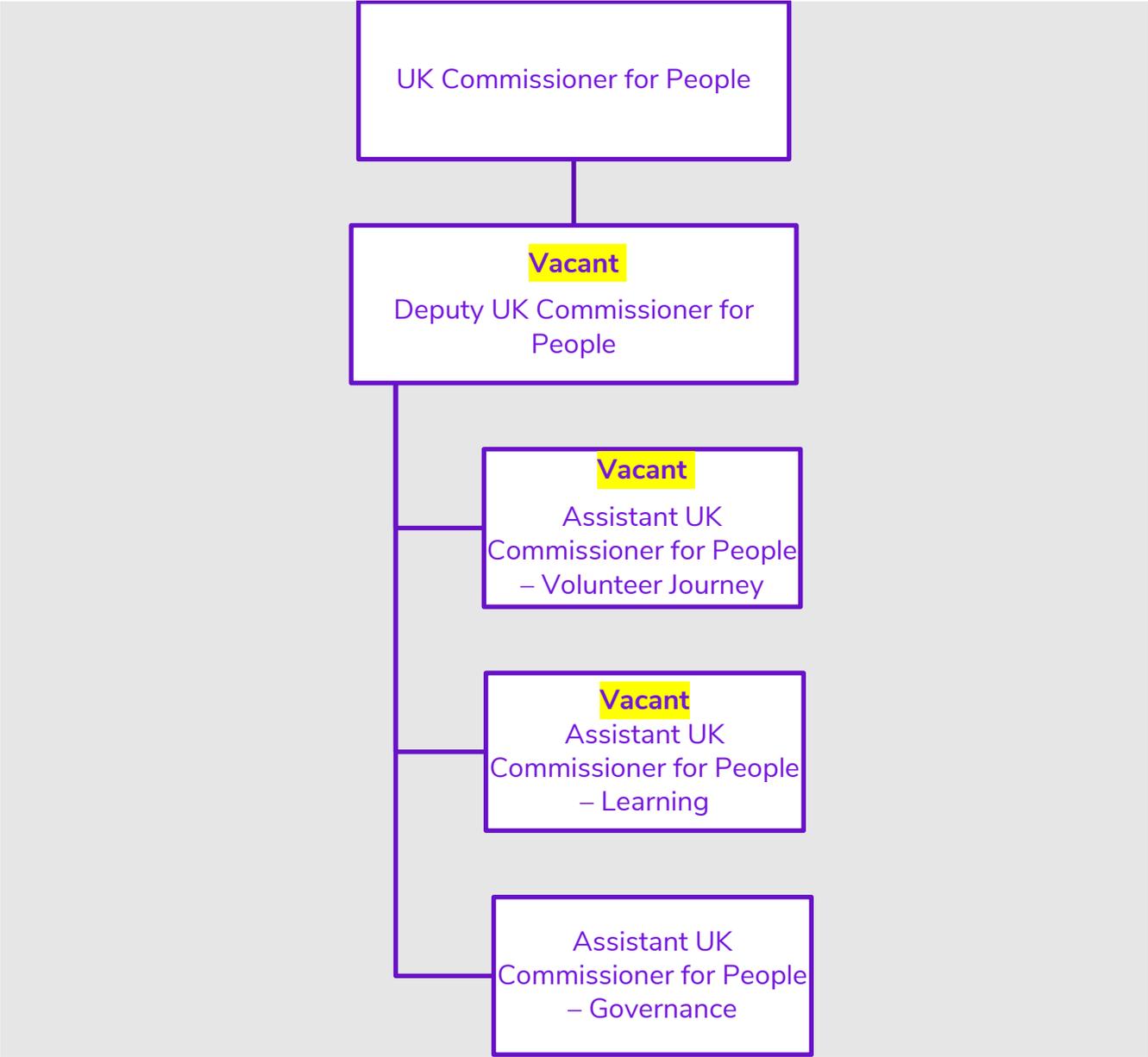
You can see a full role description at the end of this pack.

Assistant UK Commissioner for People (Learning)

We are looking for someone who works well in a team and has a particular interest in supporting volunteer learning at the Scouts. This role's specific remit is to provide support to active volunteers on all aspects of the current volunteer learning offer.

You can see a full role description at the end of this pack.

UK Commissioner for People Team



Join the People Programme Team

We have four vacancies available in the team. To continue the work completed so far in the people programme, we're looking for committed and dedicated volunteers to contribute to the work and join the team.

We have 4 roles available in the team.

Deputy UK Commissioner for People (Programme - Operational)

Deputy UK Commissioner for People (Programme - Transformation)

Working in partnership with staff and volunteers, you'll support and co-lead the development and delivery of work to transform the volunteer experience at the Scouts. The People pillar is fundamental to the growth of our movement and ensuring we are able to make volunteering with the Scouts accessible to more people. These roles include providing strategic leadership as well as line management support to the team. As a member of the People Team these roles will contribute to the delivery of our skills for life strategy and the development of a national approach to volunteering.

You can see a full role description at the end of this pack.

Theme Leads

We are looking to hear from people who are interested in heading up one of our 5 themes of work. The Theme Lead role works closely with their team, both staff and volunteers, to develop and progress work in their area in line with the programme aims and deliverables set out by the Programme Board.

Theme Lead for Volunteer Welcome

We need at least one person to lead the Volunteer Welcome Theme focusing on leading the work on how we transform the attraction and welcome of volunteers.

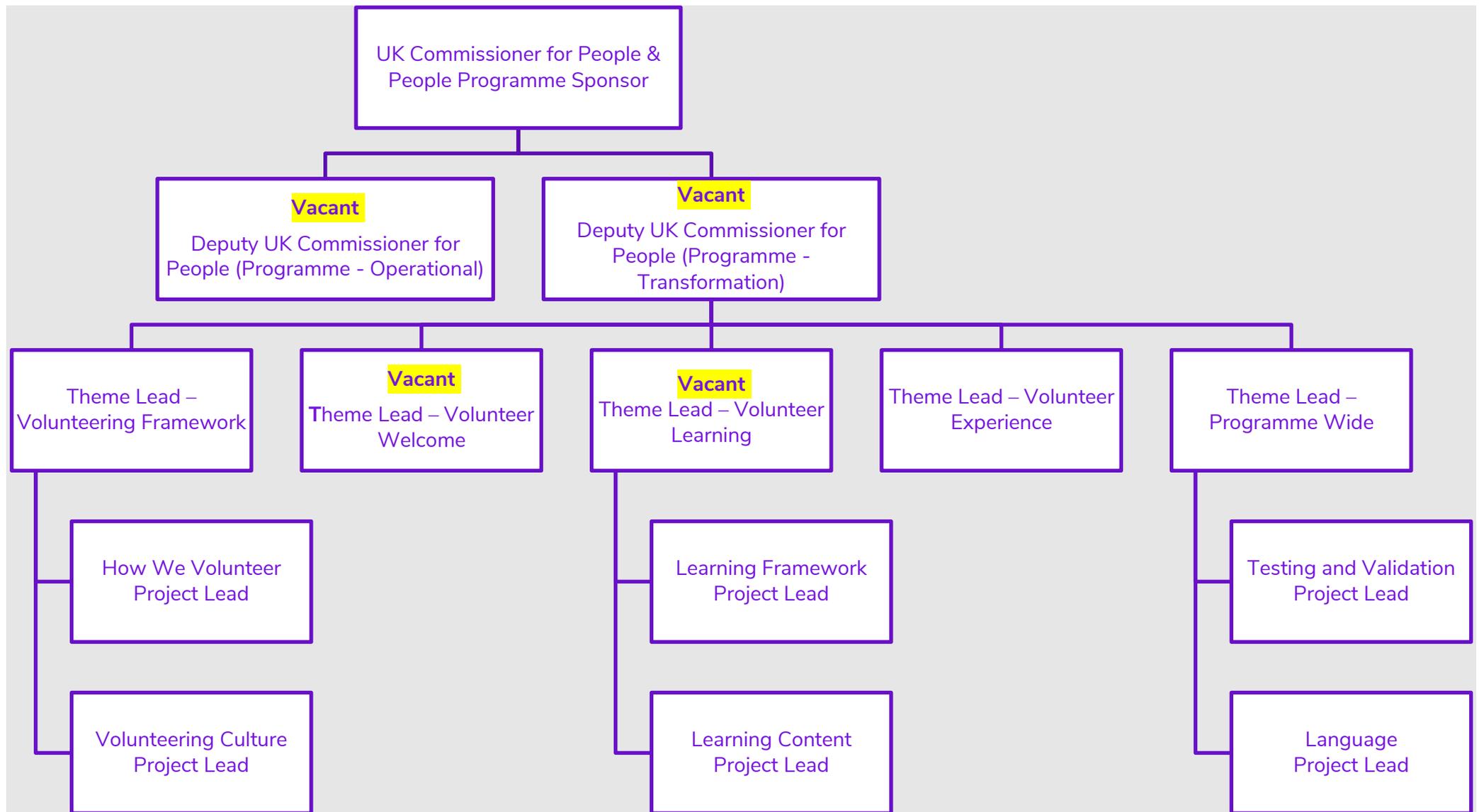
You can see a full role description at the end of this pack.

Theme Lead for Volunteer Learning

We need at least one person to lead the Volunteer Learning Theme focusing on leading the work on how we transform the way our volunteers learn.

You can see a full role description at the end of this pack.

People Programme Team Volunteer Structure



How to get involved

Apply now

We want to hear from as many people as possible. To help more people apply, you can choose what works best for you from the three options below:

1. Online form

[Click here](#) to access the online application form

2. Video Application

Make a short video and send it to emily.hatcher@scouts.org.uk Use the questions in the [online form](#) as a guide for the information we want to hear from you.

3. Written Application

You can write an application and send it through to emily.hatcher@scouts.org.uk Use the questions in the [online form](#) as a guide for the information we want to hear from you.

The closing date for applications is **8am on Monday 17th January 2022**.

Selection process

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

We will be holding remote, informal interviews via Teams or phone for all the roles.

We'll be in touch by the end of January to organise a mutually convenient time and date for the interview, which will be on Teams. These will be informal chats with 4 or 5 other volunteers and staff members from the team to find out more about you, your experience and what you're looking to achieve in the role(s) as well as a chance for you to find out more about the role(s) that you have applied for.

Further information

If you would like to discuss the roles in more detail, please contact one of us:

Emily Hatcher (they/them) – People Programme Project Manager emily.hatcher@scouts.org.uk

Katie Miller (she/her) – Volunteering Transformation Manager katie.miller@scouts.org.uk

Jack Caine (he/him) - UK Commissioner for People jack.caine@scouts.org.uk

Role Description:

Deputy UK Commissioner for People

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role	The Deputy is responsible for providing leadership across the UK Commissioner for People Team. The primary focus of this role is to ensure that the UK Commissioner for People team can provide outstanding support to active volunteers across the movement.
Reports to	UK Commissioner for People
Responsible for	People Team (3 x Assistant UK Commissioner People roles), Volunteer Product Team and Deputising for UK Commissioner for People.
Contacts	<ul style="list-style-type: none">• UK Leadership Team• Assistant UK Commissioners for People• Programme Sponsors and Senior Responsible Owners• Volunteering Design Manager and the wider Product Team (staff members)• Other volunteers and staff colleagues involved in different projects.
Time commitment	You will be expected to be engaged for about 8-10 weekends (or part weekends) a year. There are regular meeting cycles -during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).
Terms of appointment	<p>The appointment is for an initial term of 3 years.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake to complete the training for a 'Manager Wood Badge.'</p> <p>The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.</p>

What we need from you (Person Specification)

Skills and abilities	<ul style="list-style-type: none">• You can lead and motivate others• You can organise people to get things done.• You are comfortable using a computer for basic tasks like emails and video calls• You can communicate clearly with others
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Knowledge and experience

- You'll have experience of Scouts, as a volunteer leader, youth member or parent of a youth member (desirable)
- You'll have an interest, knowledge, or experience concerning volunteering processes and trends (essential)

Personal qualities

- Passionate and enthusiastic about the role
- Open to innovative ideas and motivated to deliver change
- Approachable at all reasonable times
- Committed to the Values and Fundamentals of Scouts
- Committed to personal development
- Self-motivated

Role Description:

Assistant UK Commissioner for People (Volunteer Journey)

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role	This role's specific remit is to provide support to active volunteers on all aspects of their volunteer journey. This includes recruitment, thanks, and recognition, leaving and returning. This includes ensuring our digital tools support volunteers, talking and supporting volunteers to understand our volunteer journey processes and ensuring our volunteer journey processes are fit for purpose for modern volunteering.
Reports to	UK Commissioner for People
Responsible for	Attraction, Welcome, Retention and Moving on of Scouts' volunteers
Contacts	<ul style="list-style-type: none">• UK Leadership Team• UK Commissioner for People Team• Programme Sponsors and Senior Responsible Owners• Other volunteers and staff colleagues involved in different projects.
Time commitment	You will be expected to be engaged for about 8-10 weekends (or part weekends) a year. There are regular meeting cycles -during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).
Terms of appointment	<p>The appointment is for an initial term of 3 years.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake to complete the training for a 'Manager Wood Badge.'</p> <p>The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise..</p>

What we need from you (Person Specification)

Skills and abilities	<ul style="list-style-type: none">• You can lead and motivate others• You can organise people to get things done.
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- You are comfortable using a computer for basic tasks like emails and video calls
- You can communicate clearly with others

Knowledge and experience

- You'll have experience of Scouts, as a volunteer leader, youth member or parent of a youth member (desirable)
- You'll to have an interest, knowledge, or experience concerning volunteering processes and procedures (essential)

Personal qualities

- Passionate and enthusiastic about the role
- Open to innovative ideas and motivated to deliver change
- Approachable at all reasonable times
- Committed to the Values and Fundamentals of Scouts
- Committed to personal development
- Self-motivated

Role Description:

Assistant UK Commissioner for People (Learning)

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role	This role's specific remit is to provide support for delivering a quality learning experience by ensuring our digital tools support learners and those managing learning/training, talking and supporting those delivering and managing learning/training and ensuring our current learning/training experience is fit for purpose for modern volunteering.
Reports to	UK Commissioner for People
Responsible for	Training and Learning of Scouts' volunteers
Contacts	<ul style="list-style-type: none">• UK Leadership Team• UK Commissioner for People Team• Programme Sponsors and Senior Responsible Owners• Other volunteers and staff colleagues involved in different projects
Time commitment	You will be expected to be engaged for about 8-10 weekends (or part weekends) a year. There are regular meeting cycles -during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).
Terms of appointment	<p>The appointment is for an initial term of 3 years.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake to complete the training for a 'Manager Wood Badge.'</p> <p>The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.</p>

What we need from you (Person Specification)

Skills and abilities	<ul style="list-style-type: none">• You can lead and motivate others• You can organise people to get things done.• You are comfortable using a computer for basic tasks like emails and video calls
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- You can communicate clearly with others

Knowledge and experience

- You'll have experience of Scouts, as a volunteer leader, youth member or parent of a youth member (desirable)
- You'll to have an interest, knowledge, or experience concerning adult learning (essential)

Personal qualities

- Passionate and enthusiastic about the role
- Open to innovative ideas and motivated to deliver change
- Approachable at all reasonable times
- Committed to the Values and Fundamentals of Scouts
- Committed to personal development
- Self-motivated

Role Description:

Deputy UK Commissioner for People (Programme - Operational)

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role

This role is responsible for managing the Theme Leads within the People Programme, coordinating work to deliver a joined up volunteer experience, and ensuring the day to day running of the programme works effectively including preparing for regular Leadership Meetings.

Reports to

People Programme Sponsor

Responsible for

People Programme Theme Leads and Teams

Contacts

- UK Leadership Team
- People Programme Team
- People Programme Board
- People Team
- Programme Sponsors and Senior Responsible Owners
- Programme Management Team
- Other volunteers and staff colleagues involved in different projects.

Time commitment

You will be expected to be engaged for about 8-10 weekends (or part weekends) a year. There are regular meeting cycles -during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).

Terms of appointment

The appointment is for an initial term from January 2022 (or from date of appointment) up to September 2023.

This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake to complete the training for 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.

What we need from you (Person Specification)

Skills and abilities

- You can lead and motivate others
- You can organise people to get things done.
- You are comfortable using a computer for basic tasks like emails and video calls
- You can communicate clearly with others
- You're a strategic thinker and can work on complex projects
- Can accurately and fairly represent the views of volunteers

Knowledge and experience

- You'll have an awareness and an understanding of the Scouts and purpose of the movement
- You'll have an interest, knowledge, or experience concerning volunteering processes and procedures

Personal qualities

- Passionate 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 personal development
- Self-motivated

Deputy UK Commissioner for People (Programme - Transformation)

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role

This role is responsible for working in partnership with the Head of Volunteering to set out the blueprint and transformational direction of the programme. Identifying interdependencies with other programmes and projects, and liaising with them to align them and initiate joint work where needed.

Reports to

People Programme Sponsor

Responsible for

People Programme Blueprint and Programme Interdependencies

Contacts

- UK Leadership Team
- People Programme Team
- People Programme Board
- People Team
- Programme Sponsors and Senior Responsible Owners
- Programme Management Team
- Other volunteers and staff colleagues involved in different projects.

Time commitment

You will be expected to be engaged for about 8-10 weekends (or part weekends) a year. There are regular meeting cycles -during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).

Terms of appointment

The appointment is for an initial term from January 2022 (or from date of appointment) up to September 2023.

This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake to complete the training for 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.

What we need from you (Person Specification)

Skills and abilities

- You can lead and motivate others
- You can organise people to get things done.
- You are comfortable using a computer for basic tasks like emails and video calls
- You can communicate clearly with others
- You're a strategic thinker and can work on complex projects
- Can accurately and fairly represent the views of volunteers

Knowledge and experience

- You'll have an awareness and an understanding of the Scouts and purpose of the movement
- You'll to have an interest, knowledge, or experience concerning volunteering processes and procedures

Personal qualities

- Passionate and enthusiastic about the role
- Open to innovative ideas and motivated to deliver change
- Approachable at all reasonable times
- Committed to the Values and Fundamentals of Scouts
- Committed to personal development
- Self-motivated

Role Description:

Theme Lead: Volunteer Welcome

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role

This role will focus on welcoming new volunteers. You'll be the volunteer lead on the recruitment and joining part of the volunteer journey, in a collaboration project with Girlguiding funded by the Pears Foundation.

We are working together with Girlguiding to bring in more volunteers, from a wider range of backgrounds, and make the joining experience for volunteers more inclusive, accessible and welcoming. We want all our volunteers to feel valued, from the very first moment they start their journey. Through creating new processes and resources, including the implementation of a new digital tool, the project will provide a vehicle for wider cultural change.

Reports to

Deputy UK Commissioner for People (Programme – Operational)

Responsible for

- Drafting documents for wider discussion
- Carrying out specific areas of research
- Testing concepts and resources produced with Scouts volunteers and other stakeholders
- Recruiting diverse participants for workstream activities
- Conducting/participating in face-to-face workshops or working sessions
- Speaking to the movement about the theme

Contacts

- People Programme Leadership Team
- Staff Teams at The Scouts and Girlguiding
- Other Theme Leads
- Assistant UK Commissioner for People (Volunteer Journey)

Time commitment

You will be expected to be engaged for about 8-10 weekends (or part weekends) a year. There are regular meeting cycles -during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).

Terms of appointment

The appointment is expected to run from January 2022 (or start date from appointment) to September 2023.

This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake to complete the training for 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.

What we need from you (Person Specification)

Skills and abilities

- You can lead and motivate others
- You can organise people to get things done.
- You can use a computer for emails, video calls, reading and preparing documents and presentations.

Knowledge and experience

- You'll have experience of Scouts, as a volunteer leader, youth member or parent of a youth member (desirable)
- You'll to have an interest, knowledge, or experience concerning volunteering processes and procedures (essential)
- You understand the Girlguiding movement (desirable)

Personal qualities

- Passionate and enthusiastic about the role
- Open to innovative ideas and motivated to deliver change
- Approachable and able to work well with others
- Committed to the Values and Fundamentals of Scouts
- Committed to personal development
- Self-motivated

Role Description:

Theme Lead: Volunteer Learning

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role

This role will work closely with staff Theme leads and Project leads to delivery one of the five themes of work.

The Theme Lead is responsible for working with the staff lead to provide leadership for the Learning theme of work.

Reports to

Deputy UK Commissioner for People (Programme – Operational)

Responsible for

- Drafting documents for wider discussion
- Carrying out specific areas of research
- Testing concepts and resources produced with Scouts volunteers and other stakeholders
- Conducting/participating in face-to-face workshops or working sessions
- Speaking to the movement about the theme

Contacts

- People Programme Leadership Team
- Staff Teams at The Scouts and Girlguiding
- Other Theme Leads
- Assistant UK Commissioner for People (Learning)

Time commitment

You will be expected to be engaged for about 8-10 weekends (or part weekends) a year. There are regular meeting cycles -during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).

Terms of appointment

The appointment is expected to run from January 2022 (or start date from appointment) to September 2023.

This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake to complete the training for 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.

What we need from you (Person Specification)

Skills and abilities

- You can lead and motivate others
- You can organise people to get things done.
- You can use a computer for emails, video calls, reading and preparing documents and presentations.

Knowledge and experience

- You'll have experience of Scouts, as a volunteer leader, youth member or parent of a youth member (desirable)
- You'll to have an interest, knowledge, or experience concerning volunteering processes and procedures (essential)

Personal qualities

- Passionate and enthusiastic about the role
- Open to innovative ideas and motivated to deliver change
- Approachable and able to work well with others
- Committed to the Values and Fundamentals of Scouts
- Committed to personal development
- Self-motivated