



Could you be our Northern Ireland Lead Volunteer for Volunteering?

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#SkillsForLife



About us

Scouts NI

Thank you for considering this exciting opportunity to join Scouts NI as Northern Ireland Lead Volunteer for Volunteering.

Scouting in Northern Ireland is all about empowering young people and making a real difference. In this role, you will help shape our movement, supporting over 8,000 young people and 2,500 volunteers to gain Skills for Life.

Whether you bring Scouting experience or a fresh perspective, we hope you will be inspired to lead the next chapter of our journey. For an informal chat, please contact **Stephen Bell** at stephenbell@scoutsni.org.

Thank you for your interest in joining our team.

The difference you will make to Volunteers.

In this role, you will help create an environment where volunteers feel supported, valued, and confident in what they do. By shaping how we welcome, train and recognise people, you will make it easier for volunteers to thrive in their roles and stay involved for longer. You will help set clear expectations, provide structures that make volunteering simpler, and ensure people get the skills and guidance they need. Your work will strengthen how we look after volunteers across Scouts NI, improving their experience from the moment they join right through to senior leadership.



Stephen Bell
NI Chief Volunteer



The current vacancy

We're currently looking for a **Northern Ireland Lead Volunteer for Volunteering** to join us at Scouts NI. This role has been created to strengthen how we support, develop and value volunteers across Northern Ireland. As a key part of our volunteer leadership team, you'll help set the strategic direction for how we welcome, train and look after our volunteers, ensuring they feel confident, supported and able to do their best. Your leadership will shape the culture of volunteering within Scouts NI and help create a positive, consistent experience for volunteers at every stage of their journey.

What will this role do?

The **NI Lead Volunteer for Volunteering** will help shape how volunteers across Northern Ireland are supported, trained and valued. Working closely with the Chief Volunteer and the Volunteer Development Team, they'll bring together the areas of training, governance, inclusion, safety and recognition to create a positive, consistent volunteer experience at every stage.

They'll support volunteers by making sure they have clear guidance, good learning opportunities and simple structures that help them feel confident in their roles. They'll also help embed a culture where volunteers feel welcomed, appreciated and equipped to do their best.

This is a key leadership role within Scouts NI, bringing volunteer teams together, supporting transformation and helping shape the wider direction of volunteer experience across the organisation. Responsibilities are likely to include:

- Leading and supporting the Volunteer Development Team
- Work in collaboration with the Chief Volunteer to make appointment to the team
- Play a key role in shaping volunteer development strategy and a wider strategy for Scouts NI
- Helping volunteers feel confident and supported in their roles
- Keeping volunteer processes clear, consistent and easy to navigate
- Overseeing learning and training to ensure volunteers develop the skills they need
- Ensuring good governance and safety practices are embedded across NI
- Supporting inclusion and promoting a welcoming culture for all volunteers
- Working with other Lead Volunteers to support the wider direction of Scouts NI

Support every step of the way

You'll be line managed by the Chief Volunteer, who will help you set clear objectives and support your work. As part of the Northern Ireland Leadership Team, you'll work closely with other Lead Volunteers to keep the programme aligned with Scouts NI priorities.

You'll have support whenever you need it, with regular guidance and a team around you to help you succeed in the role.

The All about the role – NI Lead Volunteer for Volunteering

Role description

Outline:

As a member of the Northern Ireland Leadership Team, the NI Lead Volunteer for Volunteering works in partnership with the Chief Volunteer to strengthen how volunteers across Scouts NI are welcomed, trained, supported, and recognised. The role plays an integral part in shaping the strategic direction for people and volunteer development, ensuring that volunteers at every level have a positive, consistent experience.

You will bring together volunteers responsible for various aspects of Volunteer Development. By coordinating these areas, you'll help create clear structures, stronger support systems, and a culture where volunteers feel valued and confident in their roles.

Responsible to:

- Chief Volunteer of Northern Ireland.

Responsible for:

Northern Ireland Volunteer Development Team:

- Learning Team Lead
- First Aid Team Lead
- Adventure Team Lead
- *Other Team Lead roles to be created and appointed*

Main contacts:

Chief Volunteer, NI Leadership Team, Team NI, Programme Team Leads, Region Leads, NI Chair, NI Chief Executive, District and Group volunteer teams.

Main tasks (include but are not limited to):

- Lead and coordinate Volunteer Development Team to ensure strong, effective support structures for volunteers.
- Create and advertise new Team Lead roles to assist in improving Volunteer Development.
- Shape the strategic direction for volunteer development, culture, training, and support across Scouts NI.
- Oversee NI-wide learning and training to ensure volunteers gain the skills and confidence they need.
- Embed consistent governance, safety, and compliance practices across NI, supporting Trustees and line managers.
- Promote inclusion and ensure a welcoming, supportive volunteer experience for everyone.
- Lead volunteer recognition work, helping celebrate contributions through awards and events.
- Support transformation projects, including digital membership and improved volunteer onboarding.

- Work collaboratively with other Volunteers as a core part of the Northern Ireland Leadership Team.
- Build strong relationships with Region and District volunteers to strengthen support structures at every level.
- Be a member of the UK Leadership Forum.

How the process works

Process

Thank you for your interest in this role.

You can apply for the role yourself using the application form or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to.

Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification.

[Apply here](#)

Key dates

The closing date for applications is **3rd March**.

The date of interview is to be confirmed but will be held at **Scouts NI Headquarters, Ardnally**.

Further information

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

Name: **Stephen Bell (Chief Volunteer of Scouts NI)**

Email: stephenbell@scoutsni.org



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