

# Team Lead for Inclusive Scouting

Volunteer Vacancy Pack



Scouts  
NI



# Welcome

**Hello, and thank you for considering this important role.**

This is an exciting time for Scouts NI, particularly as we launch the new UK Strategy, **Place to belong**, which will see us through to 2035.

Scouting has an incredible story to tell. From the age of four and up, we provide quality skills for life through our delivery, and most of all by giving people a sense of belonging on a weekly, monthly, quarterly or ad hoc basis.

Over the last number of months, we have taken time to ensure that Scouts NI has the right structure moving forwards, allowing us to support all our volunteers across Northern Ireland.

For us, this is a refreshed role within our Scouts NI structure, sitting within our Volunteer Leadership Team, and playing a pivotal role in our new approach to supporting local volunteers.

You'll work closely with our Lead Volunteer for Volunteering, senior leaders and with volunteers across Northern Ireland to bring insight, challenge and creativity into important conversations, particularly around the support functions.

If you're passionate about making a difference to the volunteer experience at a National level coupled with making impact locally, and you bring energy and a willingness, then I'd strongly encourage you to apply. **Good luck, and thank you for stepping forward.**



**Stephen Bell**  
Chief Volunteer of Scouts NI



# Purpose of the Inclusion Team

The Volunteering remit is a brand new team for us at Scouts NI and it will be important that we take a step-by-step approach while we build it to maximum impact. We strongly believe that Scouts is an inclusive, values based movement and membership is open to all those who share our fundamental values.

We promote young people to have more respect and care for others – including for people with backgrounds and identities that are different to their own. We seek ways for young people to connect with, understand and respect people from all walks of life.

Our new strategy, **Place to belong**, challenges us to ensure that we are making Scouting somewhere that people are proud to be a part of and this has helped us refocus our future Inclusive Scouting remit of Scouts NI.

## Our focus and objectives

- **Connecting:** We want to bring people together and help them understand how we can maximise Scouts in Northern Ireland truly being inclusive, from faiths and beliefs to FLAGS, and not forgetting topics such as disability, special educational needs, neurodiversity, hospital schools and mental health to name a few.
- **Engaging:** We want this remit to be an advisory and delivery focused team who work across Northern Ireland to support the delivery of knowledge sharing, programme support and more.
- **Growing:** We want to grow in confidence, knowledge and ability when volunteering at Scouts NI.



# Our Volunteering Team structure

You'll work with people across every level of Scouts - from the our NI Chief Volunteer, NI Youth Lead, NI Leadership Team, UK Resolutions and many more.



# The role of the Team Leader

The Team Lead for Inclusion will lead the development and delivery of a comprehensive NI Inclusion Plan for volunteers in Scouts NI, with a focus on a more diverse membership, improved public perception of our diversity and better links with community leaders and the UK Inclusion Team.

Additionally, you will play a key role in the Volunteering Leadership Team, led by the Lead Volunteer for Volunteering. This team shapes the direction of the volunteer experience and support provided by Scouts NI to the Regions, Districts and Groups.

The Team Lead for Inclusion will provide the infrastructure to enable the Lead Volunteers and the respective NI Programme and Volunteering Teams to flourish in their specific fields. This team is about bringing people together.

In line with the Scout strategy **Place to belong**, the role is to ensure volunteers feel better supported across the Northern Ireland with support systems that enable, not constrain.

This is a refreshed role and team for Scouts NI that will play a key role in shaping, developing and promoting the future support that we provide to our members. We are looking for a someone who is organised and ready to partner with volunteers to ensure that we are able to deliver effectively and promote Inclusive Scouting.



# The Volunteering Team

I am delighted to re-introduce a role specifically designed to support our Volunteers, focusing on Inclusive Scouting. This comes at a time when things are really exciting for Scouts NI, particularly as we create this brand-new remit of Volunteering – aimed at supporting our volunteers in partnership with our Strategy, **Place to belong**.

I really believe this is an incredible opportunity for someone who is passionate about **connecting, engaging and growing** with our volunteers across Scouts NI, making Scouting truly inclusive for all.

Following recent feedback, this role and the associated team(s) have been refreshed as a direct result. Across our Volunteering Leadership Team at NI level, we want to have a front-facing role, which is seen as approachable, knowledgeable and supportive.

If you enjoy leading, coordinating and problem-solving and are also passionate about partnering with volunteers to maximise the experience of all, then this is the role for you. **We look forward to hearing from you!**

**Scott Robinson**  
Lead Volunteer for Volunteering



# Main contacts

Chief Volunteer, NI Lead Volunteer for Volunteering, NI Leadership Team, NI Inclusion Team, UK Inclusion Team, District Leadership Teams and Sectional Volunteers.

## Main tasks (include but not limited to)

As the NI Team Lead for Inclusion, you will:

- **Play an active role in the NI Volunteering Leadership Team, which will involve:**
  - Play an active leadership role in leading the NI Volunteer Support Team.
  - Working proactively and collaboratively with the Lead Volunteer for Volunteering and Team Leads during team meetings or on side projects as necessary.
- **Leading the coordination of programmes of work for the remits of:**
  - **NI Inclusion Plan:** Provide leadership and co-ordination of the NI Inclusion Plan and associated operational activities.
  - **NI Inclusion Activities:** To motivate, lead and manage an effective team of volunteers to support the role and remit, specifically around delivery.
  - **NI Inclusion Support:** In coordination with the objectives of Scouts NI and the relevant teams, ensure that the volunteer teams work to clear and agreed plans based on the Strategy, Place to belong, particularly around supporting local Scouting
  - **NI Leadership:** Contribute as a member of NI Volunteering Leadership Team and NI meetings, as required.
  - **UK Liaison and Engagement:** Contribute to the UK Inclusion Team and its policy developments across the range of TSA activities.

# The NI Team Lead role for Inclusive Scouting is right for you if...

- **You have 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).
  - Inclusive activities and maybe specific knowledge about a particular remit of our work that you are interested in supporting.
- **You have key skills in:**
  - Strong leadership skills, coupled with strong organisation and time management skills to coordinate multiple tasks effectively.
  - Strong communication skills (written and verbal), with the ability to engage.
  - Effective problem-solving and decision-making skills.
  - Idea generation and open to new ideas and motivated to deliver change.



# Time commitment

We want to be open and honest from the start, so here is a realistic picture:

- Around one weekend a year for the Team NI weekend!
- Volunteering Leadership Team will meet quarterly.
- Governance Team meetings will be up to you, as this is a new team – monthly / quarterly. It may also depend on areas of work and deliverables.
- Advice and support might be 1-2hrs per week although flexible.
- Wider engagement may be required, potentially 3-4 days per year. Optional events and opportunities are available but are not expected.

# Term of appointment

- Three-year initial term.
- Annual reviews and regular check ins.



# Sound good?

Before making an application, please ensure that you've read carefully read our vacancy information.

If you'd like to discuss this role in more detail, please get in touch with:

**Scott Robinson**, Lead Volunteer for Volunteering, at [scottrobinson@scoutsni.org](mailto:scottrobinson@scoutsni.org).

## Next steps

Thank you so much for your interest in volunteering with our team. You can apply for the role yourself by completing the application form by [clicking here](#).

Applications will close at 12pm on **Monday 8 June**.

*A Search Group has been set up to guide the selection process. They will carefully review all applications and nominations and then invite selected applicants to the next stage, once internal checks are complete.*

## Know someone who might be a perfect fit?

Use the application form and select '**I am nominating someone else**' if you know someone who has the skills and experience we're looking for. We'll then get in touch with them to invite them to apply for the role.