

# Programme Team Leader

## Volunteer Vacancy Pack

North Yorkshire Scouts are seeking a volunteer Programme Team Lead to join our team. As County Programme Team Leader, you'll take the lead in shaping, growing and developing the Programme Team, helping to deliver incredible opportunities to young people across North Yorkshire.

### About us

#### Overview of Scouts

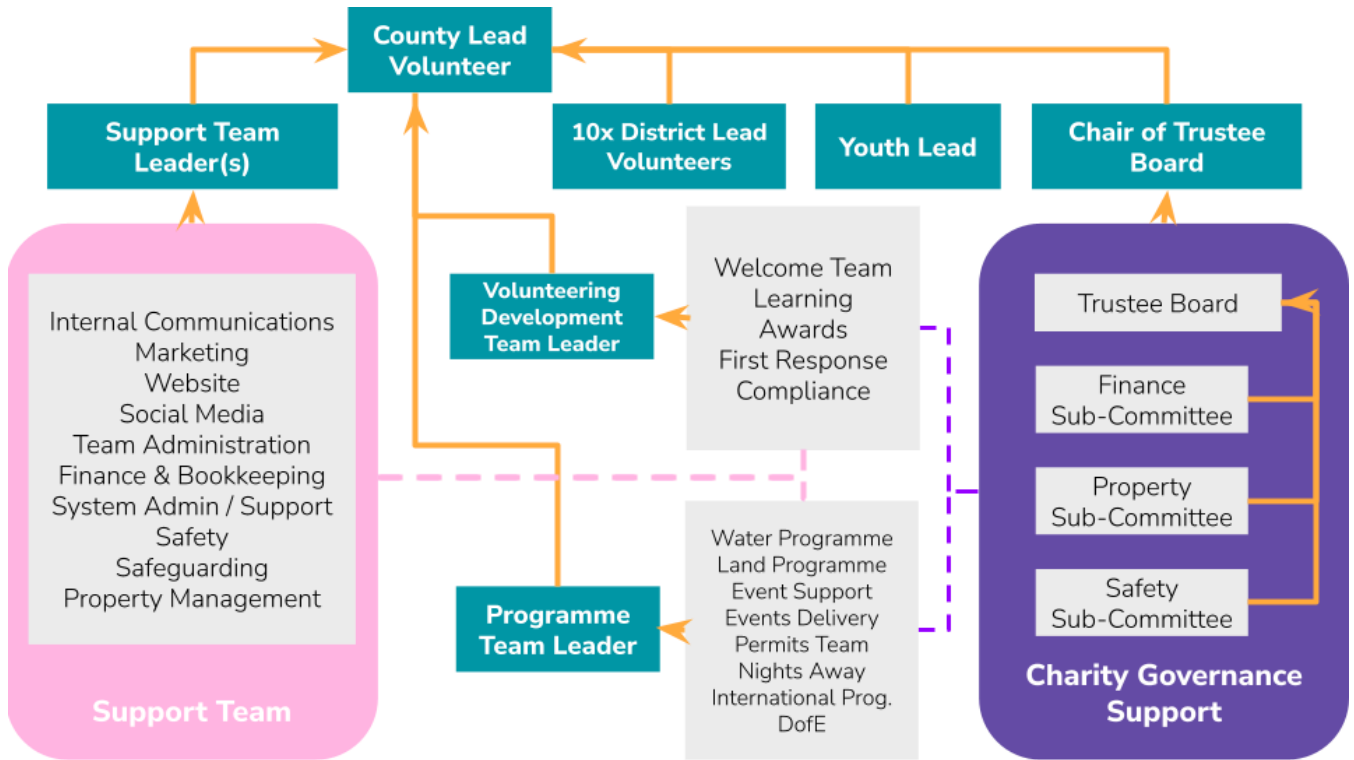
The Scouts is the UK's biggest mixed youth organisation, with over 620,000 young people and adult volunteers. Scouting activity is delivered through over 7000 community based Scout Groups nationwide. We change lives by offering 4 to 25 year olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities. Scouting is widely recognised and is one of the most trusted charities in the UK, giving it a significant level of influence and responsibility. Scouting's greatest strength lies in its grass roots. It is locally that Scouting is best able to identify and work directly with young people most in need. We believe that through the everyday adventure of Scouting, young people and adult volunteers regularly experience new challenges that enrich and change their lives.

#### North Yorkshire Scouts

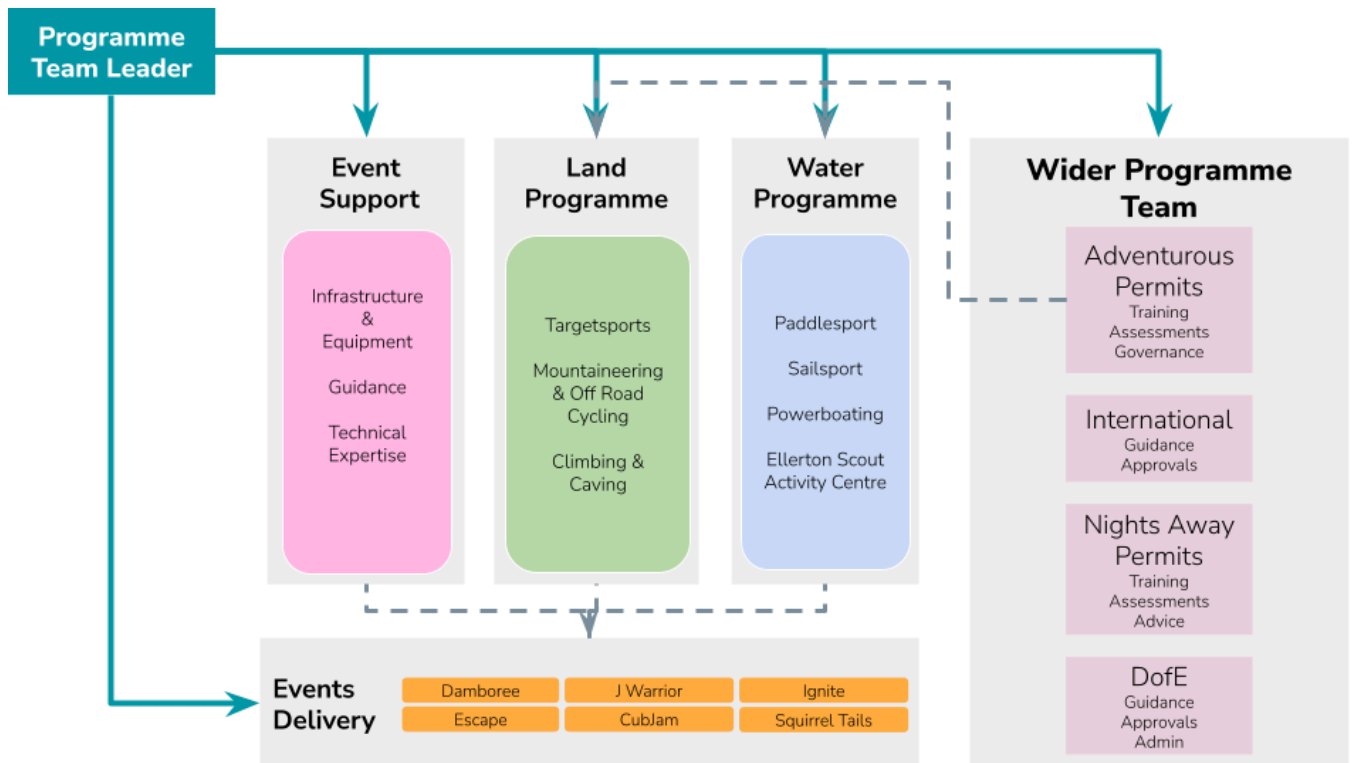
North Yorkshire Scouts is a large charity, supporting 6700 young people with 2300 adult volunteers, covering the areas of York and North Yorkshire. Our County Team provides resources for the Districts and Groups below us, including organising large-scale events at scale, hiring out of equipment and assets, and coordinating national schemes. We also have three part-time paid staff colleagues, one of whom provides direct administrative support Programme and Leadership Teams.



## County Structure



## Programme Team Structure



## The Role

The County Programme Team Leader is a member of the County Senior Leadership Team and responsible for our County Programme Team. The team encompasses everything from Ellerton Scout Activity Centre, the Caving Team, and the Climbing Team, to adventurous activities, equipment hire, and major events like Beaver Damboree and Ignite!

If you are passionate about adventure, you are keen to try something new in Scouts, and you would like to develop your skills, then this is the role for you! As our Programme Team Leader you will get the chance to work with a large and diverse group of volunteers who look after the front-of-house of our offering as a County.

## Team and Support

As a member of our County Senior Leadership Team you will meet regularly with our County Support Team and County Lead Volunteer to ensure that you have the support you need from the wider County infrastructure to do your role. You will also lead your own team meetings, which bring together the Team Leaders (our subject matter experts!) for each of the Sub Teams (Land/Water/Events etc.)

## Core Responsibilities

Our Programme Team Leader will be responsible for supporting the wider Programme Team to deliver active and engaging opportunities for our adult volunteers and young people across our Groups and Districts.

- Be an active participant of our County Senior Leadership Team, championing the needs of the Programme Team to ensure the team has the support they need to do their roles.
- Inspire and lead a team of professional volunteers to deliver our programme offering across all areas within the County Programme Team.
- Support the DofE and Top Awards team to increase the number of volunteers able to deliver DofE and Kings Scouts Awards in our Districts.
- Empower the Events Delivery, Events Support, Water, and Land Teams to work together to deliver the best possible experiences for our members.
- Help the Nights Away Team to grow the number of Nights Away Assessors across the County and ultimately get more adult volunteers taking their sections on camping trips.
- Upscale the capabilities of our in-house programme delivery teams to be able to increase our programme offering at Larkin Jamboree 2028.
- Support our Adventurous Activity Assessors to grow the number of adult volunteers gaining adventurous activity permits across our County.

- Own the process for the approval of major events, activity permits, and visits abroad.
- Look after the budget of the wider Programme Team and manage the delegation of expenditure to team members.

## Requirements:

### 1. Knowledge and Experience

- Experience in effectively leading and working with volunteers at all levels
- Ability to inter-operate with our Member Support Team of part-time staff colleagues.
- Project management experience with multiple concurrent projects

### 2. Skills

- Excellent written and oral communication skills
- Good strategic awareness and operational planning ability
- Ability to demonstrate strong leadership as well as work as part of a team
- Ability to work to deadline
- Ability to set and work within budgets
- Strong digital skills

### 3. Personal Qualities

- Flexible approach
- Resilience
- Self-motivated
- Problem solving attitude.

## Other essential criteria:

- Understand and accept The Scouts policies.
- Satisfactory DBS criminal records clearance.
- Commit to training requirements and be compliant with mandatory ongoing learning

We welcome applications from all members of North Yorkshire Scouts and beyond. Age and experience are no barrier - we will provide support, guidance and learning opportunities for the successful candidate.

## Remuneration and Expenses:

In common with other registered charities, there is no remuneration directly associated with the role. North Yorkshire Scouts will reimburse fully for all reasonable and properly documented expenses incurred in performing duties in accordance with the Charity's Expenses Policy.

## How to apply:

You can express interest in the role by filing in [this quick form](#)! One of our friendly team will then get in touch to discuss the opportunity in more detail! Know someone that you think will be awesome at the role, but who may not put their hand up themselves? Why not nominate someone, so we can reach out to them to invite them to express their interest!

