



District Lead Volunteer for Charnwood

Role information pack

Join our County Leadership Team

Scouts 



About us

Overview of Scouting

We are the UK's biggest mixed youth organisation. 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.

Scouts helps children and young adults reach their full potential. Our members gain valuable skills for life including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness and commitment. We help young people to get jobs, save lives and even change the world.

What do Scouts do?

Scouts take part in a wide range of activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a Scout you can learn survival skills, first aid, computer programming or even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, get outdoors, express your creativity, and experience the wider world.

What do volunteers do?

This everyday adventure is only possible thanks to our team of adult volunteers, who support Scouts in a wide range of roles from working directly with young people, to helping manage a local community-based Group, to being a charity Trustee. We help volunteers get the most out of their experiences at Scouts by providing opportunities for adventure, training, fun and friendship.

Our award-winning training scheme for volunteers means that adults get as much from Scouts as young people. Our approach focuses on what you want to get out of volunteering with Scouts, while respecting how much time you can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

Key facts and figures

The Scout Association is a UK charity founded in 1907 and now boasts a membership of over 620,000 young people and adult leaders. We are the largest mixed youth movement in the UK. Scouting activity is delivered through 7,000-plus community-based Scout Groups nationwide.

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.

The current focus for the Trustees and those in Scouting in the UK is delivering our strategic vision.





Our fundamentals

Our strategy

A new strategic plan for Scouting across the UK is currently nearing completion to secure a strategic direction and to build on the success of the current plan. Team UK (the team that leads Scouting across the UK) will play a key part in leading the delivery of this strategy. The new District Lead Volunteer will be involved in shaping and rolling out what this will look like in Charnwood and the wider County.

Our mission

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

Our values

As Scouts, we are guided by these values:

- Integrity
- Respect
- Care
- Belief
- Co-operation

Further information on our fundamentals, including details of our values, are provided on our website.

Scouting's key policies

In common with all members in Scouting, District Lead Volunteers are required to promote and follow our key policies. The policies cover:

- Development Policy
- Equal Opportunities
- Privacy and Data Protection
- Religion
- Safety
- Safeguarding
- Vetting
- Youth Member Anti-Bullying Policy

These policies are fully explained on the Scouts website





Charnwood Scouts

Charnwood is located within Leicestershire and is made up of 12 Groups.

Charnwood Scouts total youth membership is currently 1076, which includes:

- 73 Squirrels (4 – 6 year olds) within 5 Dreys
- 299 Beaver Scouts (6 - 8 year olds) within 16 Colonies
- 324 Cub Scouts (8 - 10 ½ year olds) within 16 Packs
- 306 Scouts (10 ½ - 14 year olds) within 15 Troops
- 74 Explorer Scouts (14 – 18 year olds) within 4 Units
- 325 Adults (18+ year olds)

The current vacancy

We're currently looking for a District Lead Volunteer. This is a management role, and we need someone who can provide leadership, motivation and guidance to our adult volunteers.

A large part of this role involves managing and supporting Group Lead Volunteers, who manage local Groups. A key source of support for the District Lead Volunteer is their line manager, who is the County Lead Volunteer.

You don't need any prior experience of Scouting to apply for this role; we'll make sure you're fully trained and supported.

In addition to managing Group Lead Volunteers, District Lead Volunteers also ensure that support is available at every level, so that all volunteers feel valued, motivated, inspired and focused on providing first-class Scouting for young people.

The most successful District Lead Volunteers recognise the importance of valuing the hard work of volunteers, ensuring they feel happy and supported week after week, and regularly thanking them for what they do.

The District Lead Volunteer provides direction for the District and will help others see the bigger Scouting picture through their leadership.

We encourage everyone in management roles within Scouting to adopt an approach that combines the skills of both leadership and management.





Key tasks

As District Lead Volunteer for Charnwood, you'll manage and support the Scout District to ensure it runs effectively, and that Scouting within the District develops in accordance with the rules and policies of The Scout Association. You'll ensure the District provides good quality Scouting for young people and proactively supports and manages adults in the District.

Your line manager will be the County Lead Volunteer.

You will manage Group Lead Volunteers, District Youth Leads, District Leadership Team Members, 14-24 Team Leaders, Programme Team Leaders, Support Team Leaders, Volunteering Development Team Leaders, District Leadership sub-teams,

You'll also be working closely with:

- County Lead Volunteer, County Team Members
- District Trustee Board Chair, District Trustee Board, District Team Members
- Group Lead Volunteers
- Wider community contacts, businesses, other youth organisation leads etc

This appointment requires that the relevant training for the role is completed within the prescribed timescales; that you're eligible for charity trustee status (as a member of the District Trustee Board), as well as a disclosure check.

You will:

- Ensure that the District thrives and has the best systems in place to support the Groups, to support all adult volunteers in the District and to develop Scouting in the District
- Provide line management and support to the adults in the District that directly report to you including setting objectives for their work and holding regular reviews and one-to-one meetings.
- Produce a vision for the District and implement a development plan to meet that vision.
- Ensure that Scouting in the District is attractive to young people and adults from all backgrounds in the District.
- Ensure that the District has an adequate team of supported and appropriate adults working effectively together and with others to meet the Scouting needs of the area.
- Ensure that problems within the District are resolved so that excellent Scouting is provided to young people in the District.
- Work with the County Lead Volunteer and other District Lead Volunteers in the County to ensure that Scouting thrives.
- Ensure that an excellent safeguarding and safety culture exists across the District including addressing issues if they arise, with help from County, Regional and National teams.





About you

Knowledge and experience

Essential

- Ability to manage adults effectively

Desirable

- Understanding of the challenges of working in the voluntary sector
- Experience of working with young people and/or community work with adult groups
- Experience of working in the Scout or Guide Movements as an adult

Skills and abilities

Essential

- Excellent written and oral communication skills
- Provides advice and guidance effectively to others
- Provides inspirational leadership for the District
- Provides strategic direction for the District
- Motivate adults volunteering in the District
- Can build, maintain and facilitate effective working relationships with a wide range of people
- Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team
- Ability to negotiate compromises
- Plans, manages and monitors own tasks and time
- Can construct and implement long-term plans that improve and expand the Scouting offered to young people, and identify any training, resources and other needs required to undertake this work
- Can use basic computer software

Personal qualities

Essential

- An understanding of the needs of adult volunteers
- Flexible approach
- Self-motivated
- Provides strategic direction for the District
- Able to work as part of a team and promote good teamwork
- Resourceful, energetic, and enthusiastic about the job
- Acceptance of the fundamentals of the Scout Movement



How to apply

Before making an application please make sure you've carefully read this role pack.

You can apply by completing the online application form [here](#).

Applications will close at 9am on Monday 28th September 2026.

Get in touch

If you'd like to discuss the role in more detail, please get in touch with Paula via email at Paula.evans@scouts.org.uk or Lou on 07759 133693 or email at louise.ousley@scouts.org.uk

Nominations

Know someone who might be great at this role?

Use the nomination form if you know someone that might have the skills, qualities or experience that we're looking for. **Nominations close at 9am on Monday 28th September 2026.**

We'll get in touch with all nominated candidates to encourage them to apply.

You can complete the online nomination form [here](#).

Next steps

Once you've submitted your application, we'll review it carefully. If you're shortlisted, we'll invite you to a relaxed, friendly selection event in early October, so we can learn more about you and your ideas.

After that, the panel will make a decision and let you know the outcome. If you're selected, we'll guide you through the membership checks and help you get started in the role.

And if you're not selected this time, we'll point you towards other ways to get involved and make an impact.





**Help us give
more young
people a place
to belong.**

Scouts 

