

County Programme Scout Team Lead

Overview

The Scouts section (ages 10½-14) is where young people build independence, confidence and a sense of adventure. As County Scouts Team Leader, you'll help shape the County Scout programme, making sure it's exciting, inclusive and supports the priorities and outcomes of the national 2026–2035 strategy.

The County Scouts Team is part of the wider County Programme Team

Purpose: Working in partnership with other county programme team members, you'll support and empower Scout leaders across the County, helping them deliver high-quality programme experiences in Troops. You'll also act as a champion for Scouts, sharing insight from local delivery and helping to shape national priorities

Appointed By: County Programme Team Lead

Responsible to: County Programme Team Lead

Main Contacts: County Team Lead for Programme, County Team Leaders within the programme team, District Squirrel Team leads and members

Time Commitment: Very flexible, typically 2-3 hours a week

Terms of Appointment: Role requires a Disclosure check to be completed, and mandatory online training needs to be completed as part of this role within the first few months, which will help you understand your role and the aims of The Scouts.

Expenses: All out of pocket expenses will be reimbursed.

Person Specification

Key Tasks:

- Champion the Scouts programme and act as an advocate for national programme support
- Help inform national strategy and priorities for Squirrel Scouts, aligned to our 2026–2035 strategy
- Gather insight from local Scout leaders and share learning with the County and District team
- Support the delivery of agreed priorities by engaging, motivating and supporting the local Scouts Teams
- Contribute to the development of programme resources, training, events and guidance

- Take part in relevant projects or working groups to ensure outcomes align with programme strategy
- Communicate clearly and positively with a wide range of audiences, both online and in person
- Be a role model for all members of Gloucestershire Scouts

Personal Qualities:

| Knowledge and experience: | |
|---------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Effective use of communication skills using all methods (phone, online, letter) | Essential |
| Basic IT skills, especially effective use of email and O365 suite | Essential |
| Knowledge of the 4-6 Programme | Desirable |
| Be aware of the National and County Strategic Plans (Visions) | Desirable |
| Ability to travel across Gloucestershire as needed | Essential |
| Skills and abilities: | |
| Can build, maintain and facilitate effective working relationships with a wide range of people | Essential |
| Excellent ability to communicate effectively, in writing and face to face, in a clear, articulate and motivating way | Essential |
| Plans, manages and monitors own tasks and time | Essential |
| Personal qualities: | |
| Flexible approach | Essential |
| Self-motivated | Essential |
| Able to work as part of a team and promote good teamwork | Essential |
| Resourceful, energetic and enthusiastic about the role | Essential |
| Understand the importance of diversity and inclusion when meeting the aims of the Scout Association. | Essential |
| Acceptance of: <ul style="list-style-type: none"> • The fundamentals of Scouting • Policies and rules of The Scouts | Essential |