

A photograph of three Scouts in a forest setting. In the foreground, a fire burns brightly in a metal fire pit. Three Scouts are standing around the fire. On the left, a boy in a dark blue rain jacket looks towards the center. In the middle, a boy in an orange Scout hoodie holds a long wooden stick and gestures with his hand. On the right, a girl in a pink Scout jacket looks towards the boy in the middle. The background shows a rustic wooden structure and trees.

Shape the future of Scouting in Lincolnshire

Team Leader
Programme Support
Team
Volunteer Vacancy Pack



Introduction

It is an exciting time to be involved in Scouting, as we progress our Transforming the Volunteering Experience project in order to change the way we volunteer to enhance and deliver skills for life to young people.

As County Programme Support Team Leader, you will take the lead in creating and shaping the Programme Team. You will be joining a team of talented Team Leaders of our other Key areas – Adventure, Support and Volunteer Development- focused volunteers who are all passionate about bringing a brilliant Scouting experience to our Adult Volunteers.

The role of County Programme Support Team Leader is a demanding one, but we believe that it is critical to our success as well as being a highly rewarding challenge for the right volunteer. We are looking for individuals who can lead and inspire their team by being a great coach, critical friend and motivator. This is a senior manager role within Lincolnshire Scouts and comes with significant responsibilities. It also offers a unique opportunity to make a real impact on the lives of our Adult Volunteers in our County through building, nurturing and leading a team to deliver our shared vision. This role provides the opportunity to be at the forefront of our continued success within Lincolnshire Scouting.

How to apply or nominate someone

Process

Thank you for your interest in volunteering as County Programme Support Team Leader. On the following pages you will find more information about the role, as well as what the team is all about and what's in it for you as a volunteer joining us.

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

A search group has been put together to oversee this process and will review all applications and nominations in order to make decisions as to who to invite to attend the Conversation stage of this process.

Key dates

The closing date for applications is midnight on 24 April 2026.

Conversation dates: w/c 27 April 2026 onwards

Further information

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

Howard Nelson, County Lead Volunteer, Lincolnshire Scouts

Email: howard.nelson@lincolnshirescouts.org.uk

Why would I want to volunteer as a County Programme Support Team Leader?

You **enjoy**:

- helping Districts, Groups and Sections work together
- assisting others in running high-quality programmes
- mentoring and developing others You're **great** at:
- creating networking opportunities
- giving expert guidance on how to run programmes
- finding skilled people to help run adventurous activities
- reviewing and approving activities and permits

Whilst volunteering as a County Team Leader can be challenging at times, it is also incredibly rewarding. You will be able to really develop and hone your leadership skills by managing a team of volunteers across the breadth of Lincolnshire. Leading and managing volunteers provides so much more opportunity and experiences than with employees, what you can gain by doing this really well can be a **great asset for your professional life** as well as in Scouts. The issues and challenges that you find ways to tackle will stretch you as an individual and as a leader and you'll find yourself **discovering new things that you are capable of achieving**.

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then the County Programme Team, Leader role definitely provides all of that.

And if you're reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, ask yourself **if not me, then who? If not now, then when?**

We welcome applications from all members of Lincolnshire Scouting and beyond. Age and experience are no barrier, we will provide support, guidance and learning opportunities for the successful candidate. We especially welcome applications from young people (18-25) and from BME communities. We are committed to Equity, Diversity and Inclusion in everything we do.

The role – County Programme Team Leader

Outline:

The County Programme Team supports District and Section programmes when activities or events are best done at County scale. They help volunteers with their assessments for adventurous activity permits. The team will:

- Agree how Team Description tasks are shared among Team Members by considering their skills, interests, and availability.
- Make sure the team puts young people at the heart of what they do, so they can create inspiring teams and brilliant programmes.
- Make sure the team is open and inclusive, and adapt team activities and tasks to be accessible to everyone.
- Make sure everyone in the team is safe and following safety and safeguarding procedures.

Appointed by: County Lead Volunteer, Lincolnshire Scouts,

Responsible to: County Lead Volunteer, Lincolnshire Scouts

Responsible for: Programme Team Members

Main contacts: Support Team Leader, Volunteer Development Team Leader, County Leadership Team, County Trustee Board, Lead Volunteers in our Districts.

Key tasks: **Manage your team to accomplish the following Tasks to make sure the team runs smoothly**

1) Support the delivery of high-quality youth shaped programmes

Set up events in the county that support the delivery of quality programmes

Promote consistency, progression and best practice.

Support implementation of national programme updates.

Provide leader skills workshops and county programme meetings

2) Young Leaders & Youth Shaped

Promote and coordinate the Young Leaders' Scheme across the County.

Set up Young Leader training events

Support training, recognition and retention of Young Leaders.

Champion youth voice and youth-shaped programme design.

Support the County Youth Lead.

3) Events, Activities & Community Impact

Support planning and safe delivery of County events

Provide programme-based skills training for leaders

Promote inclusive access to activities.

Encourage meaningful community impact and social action.

4) Volunteer Support & Growth

Advise District Programme Leads and section team on programme

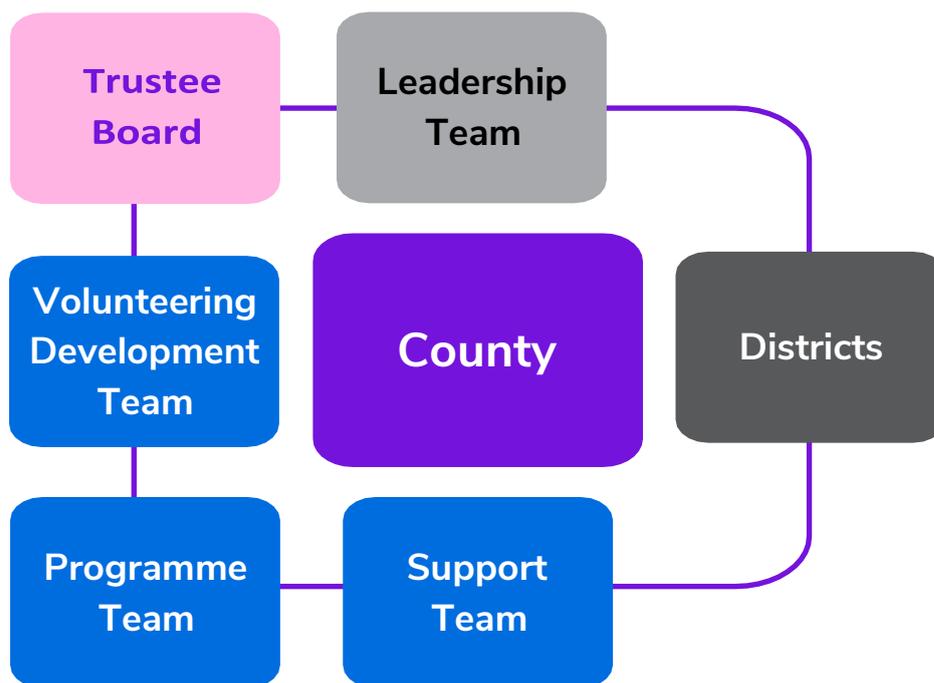
Support new sections and areas requiring programme development.

Provide clear updates to County leadership and maintain programme communications.

Terms of appointment:

The initial length of appointment is at the discretion of the County Lead Volunteer – Lincolnshire Scouts, through discussion with the appointee, and is usually for a period of one to three years initially before a formal appointment review. Renewal and continuation of appointment is at the discretion of the County Lead Volunteer and appointment reviews may be conducted at any time at the request of the role-holder and/or County Lead Volunteer.

County Team Structure

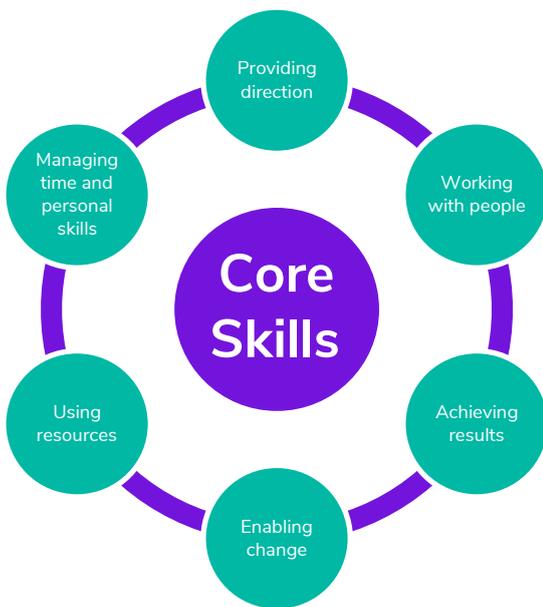


The current vacancy

We're currently looking for a County Programme Support Team Leader. This is a management role, and we need someone who can provide leadership, motivation and guidance to their Team Members.

Core Skill Areas

We've identified six core skill areas that make a good Scouting manager:



1. Providing direction

A good County Team Leader will create a vision for Scouting in the County, and provide clear leadership to implement that vision.

2. Working with people

It is vital that a County Team Leader can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

3. Achieving results

Good County Team Leaders ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scouting Districts. Forging links within the local community is also an important aspect of development.

4. Enabling change

It is important for County Team Leaders to encourage volunteers to think of creative ways to improve Scouting across the County. They should then provide the support to implement appropriate changes.

5. Using resources

A good County Team Leader will ensure that information and resources are available, helping volunteers across the County to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good County Team Leader should use their time effectively, be willing to continue to learn, improve their skills.

Person specification

Knowledge and experience:	
Ability to lead, manage and motivate people in a voluntary environment.	Essential
Understanding of the challenges of working in the voluntary sector	Desirable
Experience of working with young people and/or community work with adult groups	Desirable
Experience of volunteering in a manager/supporter role in Scouting (e.g. Group Lead Volunteer, District Lead Volunteer or another District/County role)	Desirable
Experience of finance and budgets in a Scouting context and / or willingness to learn	Desirable
Skills and abilities:	
Excellent ability to communicate effectively, orally and in writing including ability to speak and present publicly in a clear, articulate and motivating way	Essential
Ability to provide advice and guidance effectively to others	Essential
Ability to provide inspirational strategic leadership for the County	Essential
Ability to contribute to strategy development and identify practical actions to achieve strategic objectives.	Essential
Ability to effectively chair meetings.	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Ability to enable others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time	Essential
Can construct and implement long-term plans that improve and expand the Scouting Experience offered to Adult Volunteers.	Essential
Ability to use technology, especially mobile email, to carry out a range of tasks (confident in Microsoft Word, Excel and PowerPoint).	Essential
Personal qualities:	
An understanding of the needs of adult volunteers	Essential

Flexible approach	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic, enthusiastic and self-motivated about the job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential

Expressions of interest & Nominations

To let us know you're interested in getting involved please add your details to this quick Expression of Interest Form. If you can't use the online form, get in touch with us using the details below.

As well as your contact information, there's space for you to tell us a bit about why you want to become part of the County team, and to highlight skills and experience you think are helpful.

<https://forms.office.com/e/Xef38esXGn>

The same form is used if you would like to nominate someone else. This has space for you to tell us why you think the person you are nominating would be great in the role.

Further information

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

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