

Lead and shape the future of Scouting in Salford



Scouts
Greater Manchester
West



Vacancy Information Pack

District Lead Volunteer

Introduction

It's an exciting time to be involved in Scouting in Salford as we create a brand-new District covering the entire City of Salford.

We are looking for our first **District Lead Volunteer** to lead the new Salford District. This is a management role, and we need someone who can provide motivation and guidance to other volunteers. A large part of this role involves supporting Group Lead Volunteers and other members of the District Team.

The role of **District Lead Volunteer** can at times be a demanding one, but with our team-based approach to volunteering, you will be able to build and develop a team to support you in undertaking the allocated tasks.

We are looking for individuals who can lead and support by being a great coach, critical friend and motivator to get the best from the people our team is here to support. Joining the team now provides the opportunity to be at forefront of our continued success within Scouting in Greater Manchester West, and in particular the new Salford District.

It is my ambition to appoint the best possible person to lead Scouts in new Salford District, and I believe that we will do that by inviting and involving volunteers from different walks of life, with different experiences, different skills and perspectives. **We are really keen to provide opportunities for volunteers to develop their skills, interests and experience in Scouting in a supportive and enjoyable way.**

Please read on to find out more about how you or someone you know could get involved – give it a go, apply yourself or nominate someone you know today!



Best wishes,

Jacob Bond
County Lead Volunteer

About Salford District Scouts

Salford District will officially open on 1st October 2025 and replaces the existing Ellesmere and Lowry Districts. This District is located in Greater Manchester West County and will be made up of 17 Groups. The District covers the City of Salford. The total membership will be 1172, which includes:

- 142 Squirrel Scouts (4 and 5 year olds)
- 240 Beaver Scouts (6 and 7 year olds)
- 231 Cub Scouts (8 to 10½ year olds)
- 210 Scouts (10½ to 13 year olds)
- 81 Explorer Scouts (14 to 17 year olds)
- 21 Network Members (18 to 24 year olds)
- 247 Adult Volunteers (18+ year olds)

How to apply or nominate someone

Process

Thank you for your interest in volunteering as **District Lead Volunteer** in the new Salford District. On the following pages you will find more information about the role, as well as what the team is about and what's in it for you as a volunteer joining us.

You can apply for the role yourself using the application form or nominate someone else. Nominated people are under no commitment to apply, unless they wish to. Apply or nominate online by following the link below.

[Application/Nomination Form](#)

A selection group will be put together to oversee this process and we will review all applications and nominations to make decisions on who to invite to attend the selection stage of this process.

Key Dates

The closing date for applications and nominations is **Friday 8th August 2025 at 23:59**

Interview will take place on **Thursday 14th August 2025** at a location within the new Salford District boundary.

Further Information

For more information or for an informal chat about leading Salford District, please contact **Jacob Bond (County Lead Volunteer)** by emailing, jacob.bond@gmwscouts.org.uk.

Why should you read on...

Can you answer yes to these questions?

- Do you enjoy volunteering or want to get involved in Scouts?
- Can you inspire and motivate volunteers in a leadership role?
- Do you have ideas for how we could make Scouts even better or easier for volunteers to be brilliant in their roles?
- Do you enjoy being part of a fun and caring team?

We want the best people in the team so that we can do the best possible job for all our volunteers and young people across Salford District.

Joining the team isn't just about having all the skills and experience to do the role from day one – Scouts is just as much about us as adults using and developing our own skills as it is about creating opportunities for young people to build Skills for Life.

What would I be doing as District Lead Volunteer?

District Lead Volunteers support other managers, known as Group Lead Volunteers, and other volunteers. Adults at every level need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks other volunteers for their hard work, and helps to make sure that they feel happy and supported, week after week.

The District Lead Volunteer will also provide direction for the District, and will help others see the bigger Scouting picture through solid leadership. We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management.

Responsible to: County Lead Volunteer

Responsible for: District Leadership Team Leaders, District Team Members, Group Lead Volunteers and other volunteers within the District.

Main Tasks

- 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 in the County continues to thrive.
- Ensure The Scouts' policies and rules are adhered to and implemented across the District.

Appointment Requirements

Must complete the relevant training within the outlined timescales. It is expected whilst volunteering for this role you will undertake regulated activity and therefore a DBS check and references are required. There is also a requirement to be eligible to be a Charity Trustee.

What we are looking for?

Skills and Abilities

- Ability to organise, lead and motivate a team of volunteers to get things done.
- Experience of working young people and other adults, and the ability to build and maintain positive professional relationships.
- Ability to communicate well and clearly, orally and in writing.
- Ability to listen to others and provide support and guidance when necessary.
- Can build, maintain and facilitate effective working relationships with a wide range of people.
- Contribute and lead on strategy development and identify practical actions to achieve strategic objectives.
- Can construct and implement long-term plans that improve and expand Scouting offered to young people, and identify training, resources and other needs required to undertake this work.
- Ability to negotiate compromises.
- Plan, manage and monitor your own allocated tasks and those of your team members.
- Ability to use digital technology well, including Microsoft Office, email and other digital online platforms including software to support online meetings such as Zoom or Teams.

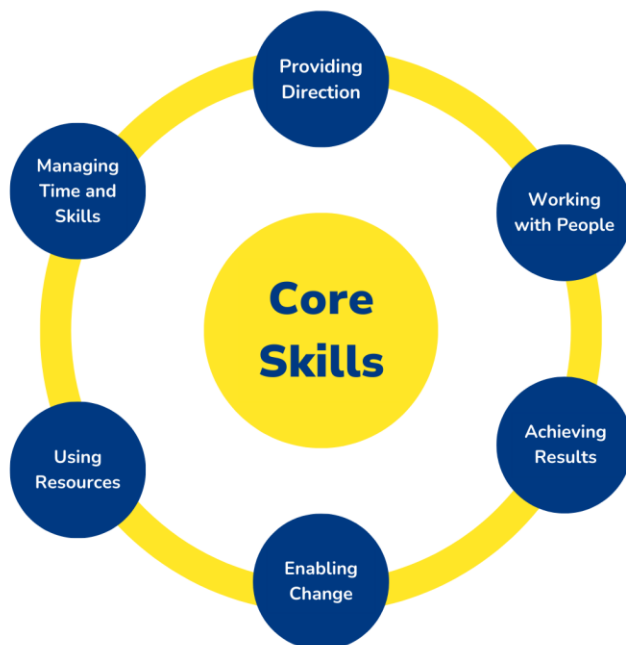
Knowledge and Experience

- Experience of leading and managing others from various backgrounds, desirably in a volunteer environment effectively.
- Knowledge and experience of what we do in Scouting to deliver programme to young people.
- Understanding the challenges of the voluntary sector.
- Experience of working with young people and/or community work with adult groups.

Personal Qualities

- An understanding of the needs of adult volunteers and young people in our communities.
- Able to work as part of a team and promote good teamwork.
- Driven in both personal tasks and those which require teamwork.
- Resourceful, energetic, enthusiastic and self-motivated.
- Accept and champion the fundamentals, values and strategic objectives of Scouting.

Core Skills Areas



What's in it for me?

Supporting and leading 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 can achieve**.

The work of our team is all about people and one of the incredible benefits of volunteering in any role in Scouts is the teams of people you get to work with. You will join an incredible **team of dedicated people** leading Scouting in Greater Manchester West. **You will get to inspire, motivate, shape and support the development of this team**, building friendships and establishing a sense of camaraderie focused on our mission for young people.

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then volunteering in this team definitely provides all of that. You will get to see the difference that Scouts makes to so many young people's lives, helping them developing skills for life, fostering friendships and providing so many incredible and unforgettable experiences.

As **District Lead Volunteer**, you will have an **important role in leading the progress of our strategy**. You will have the **opportunity to learn** more about how Scouting work and be able to shape and contribute to the way we work.

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?**



'I hope my story will encourage others to join our movement. My volunteer leaders believed in me as a young person and taught me to believe in myself. They showed me I could do anything I put my mind to, and others would help me along the way. Now I want a new generation to learn the skills, friendship and belonging I felt when I needed them most. I want to show that the outdoors is a place for all of us to be at our best, that Scouts is truly open to all.

Dwayne Fields, UK Chief Scout

Scouting Fundamentals

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 the values of **Integrity, Respect, Care, Belief and Co-operation**.