



District Lead Volunteer of Ross,
Skye & Lochalsh

Information Pack

Scouts 



Welcome

Thank you for your interest in becoming the next Lead Volunteer of Ross, Skye & Lochalsh .

District Lead Volunteers provide leadership to Group Lead Volunteers and Team Leaders, who support the running of Scouts locally. At every level, volunteers need encouragement and guidance to stay motivated, inspired, and focused on delivering an outstanding experience in Scouts. A great leader acknowledges hard work, fosters a positive environment, and ensures volunteers feel supported week after week, to create a growing and inclusive movement.

This information pack will help you understand the role, what it involves, and how to apply.

*“Scouts supports nearly half a million people each week.
It’s a place to be yourself and be part of something.”*

Place to belong, Our strategy to 2035

About the role:

The District Lead Volunteer heads up the District Leadership Team and:

- Provides inspiring leadership and support for the District, ensuring every Scout Group has a Group Lead Volunteer and Trustee Board in place
- Takes ownership of overseeing the successful running of the District according to POR
- Ensures that Scouts is seen positively in the community and is accessible to every young person
- Works collaboratively with volunteer and local/national staff teams
- Supports the District to align activities with the Scouts vision and strategy
- Is an ex-officio member of the Trustee Board, connecting governance and operations in the District

Recruited by: Region Lead Volunteer

Responsible to: Region Lead Volunteer

Responsible for: District Leadership Team including District Team Leaders, Youth Leads, Group Lead Volunteers and other Leadership Team Members

About the District:

Ross, Skye & Lochalsh is located within Highlands & Islands and is made up of 17 groups, covering covering Muir of Ord, up to Tain across Wester Ross, Applecross and the Isle of Skye and the surrounding area.

Ross, Skye & Lochalsh total Scouts membership is currently 699, which includes:

- 10 Squirrels (4 - 6 year olds) within 1 Dreys
- 100 Beaver Scouts (6 - 8 year olds) within 8 Colonies
- 166 Cub Scouts (8 - 10 ½ year olds) within 11 Packs
- 158 Scouts (10 ½ - 14 year olds) within 10 Troops
- 30 Explorer Scouts (14 - 18 year olds) within 4 Units
- 235 Adults (18+ year olds)

What is a Brilliant Leader at Scouts?

We've identified five core skill areas that make a great Team Leader in Scouts.

1. Brilliant Leaders collaborate to create impact for young people

- a. Understand what's important to young people and how their team helps this to happen
- b. Build a strong understanding of the current realities of local Scouting
- c. Create effective working relationships across HQ and beyond to deliver our goals.
- d. Know their customers and hold themselves accountable to meeting their needs.
- e. Are network builders who cultivate new connections that add value to Scouts.

2. Brilliant Leaders inspire and support our people to thrive

- a. Have a clear and compelling purpose for themselves and their team.
- b. Are self-aware, manage their energy effectively and role-model self-care.
- c. Take great care of people, supporting mental and physical health.
- d. Recognise and reward positive behaviours and high performance.
- e. Enable people to enjoy being a part of our organisation.

3. Brilliant Leaders are advocates for equity and inclusion

- a. Actively listen to and centre diverse voices.
- b. Create a psychologically safe and inclusive environment where everyone feels secure, respected, and valued.
- c. Recognise and take concrete steps to address privilege, power and bias in themselves as individuals and in our movement.
- d. Are role models for continuous learning; giving and receiving challenge while creating safe and brave spaces for colleagues to learn together.
- e. Make sure that their behaviour is underpinned by our values.

4. Brilliant Leaders are great at getting things done

- a. Are adaptable; agree clear objectives but change in line with circumstances.
- b. Work in an agile way, constantly learning, iterating. and achieving results at pace.
- c. Dynamically manage risk, calmly leading others through periods of change or crisis.
- d. Trust people to do the right thing and deliver

5. Brilliant Leaders are forward thinking users of digital and data

- a. Use data and insights to drive decision-making.
- b. Understand and deploy user-centred design principles in development work.
- c. Are digitally literate and committed to making best use of digital to do things better.
- d. Encourage innovation and welcome disruptive thinking.

- e. Create a culture of active learning, spotting, and responding to future trends in the world beyond Scouts





Key tasks

Supporting the District Leadership Team to:

- Ensure Scouts is inclusive and accessible for all young people in the area
- Create inclusive environments and improve representation within the District's volunteer teams
- Recruit Group Lead Volunteers, Team Leaders and Chairs.
- Understand Our Volunteering Culture and help volunteers reflect, commit to and apply it
- Fulfil their safety and safeguarding responsibilities
- Create a development plan which will ensure the District teams have the resources, skills, and enthusiasm to deliver the Scouts strategy, grow and develop our membership by:
 - Creating strong volunteer Leadership Teams
 - Enabling conditions for success
 - Undertaking focused growth activities

Take ownership of:

- Delegating tasks and responsibilities within the District to members of the team, including assigning and relevant digital accreditations to enable online tasks
- Providing proactive line management, including coaching, mentoring, and guidance to Group Lead Volunteers and other directly reporting adult volunteers. This includes setting objectives, holding regular one-to-one meetings, and conducting reviews.
- Creating a collaborative District where volunteers work together effectively
- Working with the Region Lead Volunteer and other District Lead Volunteers to focus on delivering our 'Place to belong' strategy
- Ensuring that an excellent safeguarding and safety culture exists across the District including addressing issues if they arise, with help from Region, Scottish HQ and UK Teams





Person Specification

Knowledge and experience:

- Ability to lead, manage, and motivate people in a voluntary environment
- Understanding of the challenges faced in the voluntary sector
- Experience of working with young people and/or community engagement with adult groups
- Experience of volunteering in Scouts, Guides or other uniformed youth organisations as an adult would be helpful, but isn't essential

Skills and abilities

- Communicate effectively, both orally and in writing, including the ability to speak and present publicly in a clear, articulate, and motivating way
- Organise teams effectively to work towards a common goal
- Motivate adults to work towards a common goal
- Build and maintain effective working relationships with a wide range of people
- Manage conflicts and have difficult conversations
- Plan, manage, and monitor own tasks and time effectively
- Use technology effectively, which may include mobile phone, email and Microsoft Word, Excel, and PowerPoint
- Provide advice and guidance effectively to others
- Contribute to creating a development plan that identifies practical actions to achieve strategic objectives that support more opportunities for young people
- Effectively chair meetings
- Enable others to identify issues, clarify objectives, develop achievable goals, and gain the skills and confidence to work as an effective team

Personal qualities

- Acceptance of our Scout values and policy, organisation and rules
- An understanding of what motivates Scout volunteers
- Be able to lead a flexible approach to volunteering within the District
- Self-motivated
- Able to work as part of a team and promote good teamwork
- Resourceful, energetic, and enthusiastic about the role

You're not going it alone...

At Scouts, we work in teams.

You can appoint District Leadership Team Members to take on tasks and lead teams of volunteers to keep the District running. Of course, you'll be there to support them, and you may even need to do some recruitment to grow those teams, but they're also there to support you, so you're not alone!

A District can also have multiple District Lead Volunteers to help share the load if that works better than managing tasks among Leadership Team Members.

Maybe you don't think you have enough time to take it on by yourself, or maybe you work better alongside others - whether you know of others who could join you or not, if working as a team of District Lead Volunteers is your preferred choice talk to your Region Lead Volunteer about it.

Ready to apply?

As a District Lead Volunteer you'll be able to see the immediate positive impact you can have on not just our young people and volunteers, but your local community too.

You have the opportunity to make the difference and give more young people and adults a place to belong.

So, now you know what it's all about and what we're looking for, get in touch.



Make your application

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

Complete the online application form:

[District Lead Volunteer - Ross, Skye and Lochalsh District - Nomination/Application Form – Fill in form](#)

Applications will close at Midnight on 30/09/26

Nominate someone else

Use the nomination form if you know someone that might be who we're looking for.

Complete the online nomination form:

[District Lead Volunteer - Ross, Skye and Lochalsh District - Nomination/Application Form – Fill in form](#)

Nominations will close at Midnight on 30/09/26

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

Get in touch

If you'd like to discuss the role in more detail, please contact:

Email Ryan MacLennan (Region Lead Volunteer) at leadvolunteer@hiscouts.org.uk

What's next?

Once you've submitted your application, we'll review it carefully. If you're shortlisted, we'll invite you to an interview.

After that, the panel will make a decision and let you know the outcome. If you're selected, we'll support you through your onboarding and induction period, and during your time in post.

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.
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