

Long Ashton (All Saints) Scout Group



Could you be our next Group Lead Volunteer?

BEAVERS 

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SCOUTS 

Long Ashton (All Saints) Scout Group

We are Long Ashton Scouts, a thriving village based Scout Group located in North Somerset within the Gordano Scout District. We are made up of six Sections and currently have:

- 26 Beaver Scouts (6 - 8 year olds) within 2 Colonies
- 40 Cub Scouts (8 - 10 ½ year olds) within 2 Packs
- 49 Scouts (10 ½ - 14 year olds) within 2 Troops
- 40 Adult volunteers (18+ year olds) – spread across the 6 Sections
- 9 Trustees – on the Trustee Board overseeing the operation of the Group

There is significant enthusiasm for Scouting in the village and we have many young people on our waiting list. To cope with demand, we are constantly looking to recruit new adult volunteers and expand the Sections by inviting young people to join. In addition, we are in the process of developing a new HQ project for which we have full planning permission. It is therefore an extremely exciting time to be involved in Scouting in Long Ashton.



The current vacancy/vacancies

We are currently looking for a new Group Lead Volunteer (GLV) - someone who can provide leadership, motivation and guidance to our adult volunteers to help provide first-class Scouting for young people in our Group. It is both a leadership and a management role. Crucially, the GLV provides direction for the Group. You don't need any prior experience of Scouting, we'll make sure you're fully trained and supported. The role could either be for one person or split into a two-person job share.

Full role

The full role combines both leadership and management. We would be interested to hear from any candidate who can fulfil the criteria in the Core Skills, Role Description and Person Specification set out below. The GLV will become a Trustee of the Group and attend Trustee Board meetings to represent the interests of the operational side of the Group. The full role would be ideally suited to someone who has the drive and enthusiasm to dedicate a significant amount of time to volunteering. It is difficult to put a precise figure on the amount of time required to adequately fulfil the role, but a realistic estimate is an average of 10 hours per week. There will also be additional training time, particularly at the start.

Job Share

If you are interested in the challenge of becoming our new GLV but have less time to dedicate to volunteering or think you are particularly strong in certain aspects of the role then a job share may be a better option. Only one member of a job share will become a Trustee of the Group and attend Group Trustee Board meetings. We are open minded about how the role could be split but our initial assumption is that it would be divided along “leadership” and “management” lines. Crucially, the job share candidates would need to work together to provide all the requirements of the Core Skills, Role Description and Person Specification set out below. As with the full role, it is difficult to put a precise figure on the amount of time required, but a realistic estimate is an average of 10 hours per week to be shared. There will also be additional training time, particularly at the start.

Leadership

Key elements of the leadership aspects of the role include being the face of the Group in the local community and at District level, meeting with and getting to know our adult volunteers, providing support and leadership to those volunteers and attending Section meetings to see our Scouting in action. This is largely a face-to-face role.

Management

The management aspects of the role include ensuring adequate plans and policies are in place to underpin the successful and efficient operation of the Group, that training of adult volunteers is provided and up to date, a proactive programme of new leader recruitment is in place and regular communications are shared with all adult volunteers to keep everyone updated with Group developments. This is largely a desk-based role.

The rest of this document gives further details of the role, background information on Scouting and application forms if you would like to apply. There is also a nomination form if you know someone you think would be ideal for the role.

Core skills

We've identified six core skill areas that we are looking for in our new GLV(s):



1. Providing direction

Create a vision for Scouting in our Group and provide leadership to implement that vision.

2. Working with people

Create great team spirit amongst our dedicated team of adult volunteers and form effective working relationships based on the fundamental principles of Scouting: Integrity – respect – care – belief - cooperation

3. Achieving results

Ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained both with the parents and carers of the young people in our Group and with the local community.

4. Enabling change

Encourage adult volunteers to think of creative ways to improve Scouting across the Group, then provide the support to implement appropriate changes.

5. Using resources

Ensure that information and resources are available, helping volunteers to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

Use time effectively and be willing to continue to learn and improve skills.

Follow this link for more information on [core skills](#).

Role description

Role outline: Manage and support our Scout Group to ensure it runs effectively, and that Scouting within our Group develops in accordance with the rules and policies of The Scout Association. Ensure our Group provides good quality Scouting for young people and proactively supports and manages our adult volunteers.

Responsible to: District Lead Volunteer, District Team

Responsible for: All adult volunteers and young people in our Scout Group.

Main Contacts:

- Parents, Carers or Guardians of the young people in our Scout Group
- Trustee Chair, Trustee Treasurer, Trustee Board Members
- Section Lead Volunteers
- District Lead Volunteer, District Team Members
- County Lead Volunteer, County Team Members
- wider community contacts, other youth organisation leads, etc

Appointment requirements:

Complete the relevant training for the role within the prescribed timescales. Must be eligible for charity trustee status (as a member of the Group Trustee Board). This role will include contact with young people and will therefore require DBS disclosure checks.

Main Tasks:

- Ensure that the Group thrives and has the best systems in place to support adult volunteers and to develop the Group, including the Trustee Board and Section Leadership Teams
- Work closely with the Trustee Board to ensure the visions, objectives and sense of duty for the Group are aligned
- Provide line management and support to the adult volunteers in the Group, including setting objectives for their role and holding regular reviews and one-to-one meetings.
- Produce a vision for the Group and implement a development plan to meet that vision.
- Ensure that Scouting in the Group is attractive to young people and adults from all backgrounds in the area.
- Ensure that the Group 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 a challenging, exciting and balanced programme is offered to young people in the Group.
- Liaise with the District Lead Volunteers to represent the interests of the Group.
- Ensure that an excellent safeguarding and safety culture exists across the Group including addressing issues if they arise, with help from District, County, Regional and National teams.

Note: Some of the tasks for which the GLV is responsible may be delegated to others in the Group Leadership Team

Person specification

Knowledge and experience:	
Ability to manage adults effectively	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 working in the Scout or Guide Movements as an adult	Desirable
Skills and abilities:	
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership for the Group	Essential
Provides strategic direction for the Group	Essential
Motivate adults volunteering in the Group	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Enables 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 offered to young people, and identify any training, resources and other needs required to undertake this work	Essential
Can use basic computer software	Essential
Personal qualities:	
An understanding of the needs of adult volunteers	Essential
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 job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential

How to apply

Process

You can apply for the role yourself using the application form at the end of this document or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to.

Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification above.

Key dates

The closing date for applications is 16 November 2025

Interviews will be held from 24 November 2025

Confirmation of our preferred candidate(s) for the role will be made by the end of 2025, with formal appointment being made in early 2026.

Further information

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

Name: Simon Jones – Long Ashton Scout Group - Trustee Board Chair

Phone: 07785 748727

Email: sgjones.a1@googlemail.com



Overview of Scouting

Our mission

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

Application Form

If you are interested in applying for this Group Lead Volunteer role, please complete the application form below.

Privacy Statement - This form is used to collect information about you for the purpose of volunteer recruitment; this is to be used by Long Ashton Scouts for this role. As part of this form, we collect personal data about you, this detail is required so that we can identify you and assess your skills for the vacancies. We don't share your personal data provided in this form with any third parties outside of the Scouts. We take your personal data privacy seriously. The data you provide to us is securely stored on secure online storage. For further detail please visit our Data Protection Policy . We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods please visit our Data Retention Policy .	
Name	
Telephone number	
Email address	
Please outline why you want to apply for the role of Group Lead Volunteer:	
Please briefly explain why you would be suitable for this role, including professional and voluntary experience, within or outside Scouting (refer to role description):	
Please describe the skills you would bring to this role (refer to person specification):	
Please return this form to:	• Simon Jones – Long Ashton Scout Group - Trustee Board Chair • sgjones.a1@gmail.com
The closing date for receiving applications is:	16 November 2025

Nomination Form

If you think you know the right person for this Group Lead Volunteer role, please complete the nomination form below. Nominating an individual does not commit them to applying, but, if they choose to, they will be required to complete a more thorough application form.

Privacy Statement - This form is used to collect information about you for the purpose of volunteer recruitment. This is to be used by Long Ashton Scouts for this role. As part of this form we collect personal data, this detail is required so that we can identify you, the nominator and assess the skills of the nominee for the role. We don't share your personal data provided in this form with any third parties outside of the Scouts. We take your personal data privacy seriously. The data you provide to us is securely stored on secure online storage. For further detail please visit our [Data Protection Policy](#). We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods please visit our [Data Retention Policy](#).

Nominee's details:

Name	
Telephone number	
Email address	
Please outline why you felt motivated to nominate this person for the role of Group Lead Volunteer:	

Your details:

Nominated by	
Telephone number	
Email address	

Please return this form to:	• Simon Jones – Long Ashton Scout Group - Trustee Board Chair • sgjones.a1@googlegmail.com
The closing date for receiving nominations is:	16 November 2025