



Lead and shape the future of Scouting in South West Cheshire

**District Youth Lead
Vacancy Pack (11-2025)**

About us

Overview of Youth Shaped

At Scouts, we provide young people with the opportunities to develop Skills for Life – including confidence to speak up, feeling empowered to make a difference and being ready to take the lead.

That's what being youth shaped is all about. Our programmes and decisions are shaped by young people, working in partnership with volunteers.

The difference you'll make to young people

Youth Leads help young people to make their voices heard and improve scouts for the better. You'll be working to help more young people get the opportunity to speak up and take the lead – skills and experiences that set them up for the future. And in the process, you'll get to learn plenty of new skills yourself too.



The current vacancy

We're currently looking for a new **District Youth Lead** to work with us at South West Cheshire Scouts.

What does a District Youth Lead do?

Youth Leads are volunteers responsible for driving youth shaped Scouting in their local area. They support volunteers, shape the programme, influence decisions that we make at Scouts and take the lead.

They are aged 18-25 at the date of taking up appointment (anticipated to be February 2026) and enable volunteers to embed the ideas and decisions of young people into local Scouting.

They play a key role in the leadership and management of the District. They need to motivate both volunteers and young people. Responsibilities in a Youth Lead role include:

- Supporting volunteers to put the views and ideas of young people at the heart of their section's programme
- Promoting participation in the YouShape award in their District, as well as top awards
- Helping to ensure that young people get regular opportunities to take the lead, including promoting participation in Explorers and the young leader's scheme
- Organising and promoting meetings of the District Youth Forum, to ensure the views of all Scout Troops & Explorer Units within South West Cheshire are shared and valued
- Participation in the County Youth Forum (and Team Cheshire events), recruiting further representatives where applicable
- Inspiring and motivating young people in the District, ensuring they know about all the different opportunities available to them in Scouting, including their options when they reach 18 years old
- Influencing decisions that are made in the District as a member of both the District Leadership Team, and the District Trustee Board, ensuring that young people are at the heart of decision-making.

Support every step of the way

District Youth Leads are line managed by the District Lead Volunteer, who will help you set objectives and work with you towards improving local youth shaped Scouting.

Cheshire also has a County Youth Lead (Dan Skinner) who will also be able provide support, and you'll also receive a handover from the outgoing District Youth Lead, Reece Ashley.

The UK Youth Lead Team are there to support Youth Leads too - running inductions, events, support weekends, webinars and more. You'll have support available whenever you need it.

What you'll get from the role

Being a Youth Lead is an amazing role. As well as helping to drive youth shaped Scouting locally and giving young people a say, you'll also be learning loads of new skills and having fun along the way.

You'll get experience and develop skills that will look seriously impressive on a CV or university application - things like teamwork, communication and organisation, but also experience with governance, working with young people and leading others.

Across the UK, there are now over 600 Youth Leads doing amazing things. Ready to join them?

“Applying to become Youth Lead was genuinely one of the best decisions I've ever made. Through this role I've learned so much, got to work with a really great team, and made a big difference to the experience of young people in Scouts”.

“I never thought I'd get the role, but I decided to apply anyway just in case. 3 years later, I'm so glad I did. I'd recommend applying to everyone who is considering it”.

“What surprised me most when starting the role was the amazing support that was available from my local team and other youth leads. I've made new friends and gotten to work with some great people”.

“Seeing the difference this role makes to young people is the best part. I've watched young people speak up and shape their Scouting experience for the better – and I couldn't be more proud”.

How the process works

Process

Thank you for your interest in volunteering.

You can apply for the role yourself using the application form 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

Key dates

The closing date for applications is **15th December 2025**

All applicants will be invited to run a short activity for the District Youth Forum on **Saturday 10th January 2026**. You'll be given a topic to cover. It is anticipated that conversations with all applicants will be held in the week commencing 12th January 2026, after which an appointment will be made.

It is intended that this appointment start in February 2026, after a structured handover from the current District Youth Lead. This appointment is intended to be for a 3-year period.

Further information

For more information, or for an informal chat about this vacancy, please contact Dan Baldwin, South West Cheshire's District Lead Volunteer by emailing dlv@swcscouts.org.uk.



About the role - District Youth Lead

Outline role description

Outline:

As a member of the District Leadership Team, the District Youth Lead works in partnership with the District Lead Volunteer and the Chair of the District Trustee Board. The role of the District Youth Lead is to ensure that young people from 4 – 25 years are involved and engaged in decisions that shape their Scouting experience locally, and to empower young people to share their ideas giving them a meaningful voice in planning, implementing and reviewing their programme and opportunities.

Responsible to:

District Lead Volunteer

Responsible for:

District Youth Shaped Team

Main Contacts:

Young people within their District, District Lead Volunteer, District Team Members, District Youth Shaped Team Members, County Youth Lead, District Chair, members of the District Trustee Board and other local District Youth Leads.

Appointment requirements:

18-25 years old at the time of appointment. Must successfully complete the appointment process (including acceptable personal enquiries and acceptance of The Scout Association's policies). During the five months of Provisional Appointment the relevant *Getting Started* training modules must be completed. A Wood Badge must be completed during the Appointment, and ongoing safeguarding, safety, and first response training must be completed.

Main Tasks

- Champion, encourage and lead the work of ensuring that Scouting in the District is shaped by young people in partnership with adults. This will be achieved by working in partnership and collaboration with the District Lead Volunteer, District Chair and District Team
- Plan and deliver the District Youth Forum programme, ensuring young people and volunteers feel welcome and included
- Support youth shaped Scouting in the programme
- Embed young people at the heart of local decision making
- Develop young people in the District
- Wider engagement with the work of the District

Note: Some of the tasks for which the District Youth Lead is responsible may be delegated to others in the District.

Person Specification

Age	
18 – 25 years old	Essential
Skills required	
Ability to lead and motivate teams	Essential
Excellent communication skills	Essential
Able to work well in meetings	Essential
Excellent presenting and facilitating skills	Essential
Able to work with young people and adults	Essential
Able to take on responsibility and meet deadlines	Essential
Knowledge required	
An understanding of the structure and principles of The Scouts	Desirable
Previous experience of Scouting	Desirable
Qualities required	
Accept the policies and rules of The Scouts	Essential
Willingness to become a member, take The Scout Association Promise and wear the Scout Uniform	Essential
Accept and promote Scouting's fundamentals and the implementation of the youth programme	Essential
Have enough time available to commit to the role	Essential

About South West Cheshire

South West Cheshire is located within Cheshire County and is made up of twenty one Groups. This covers Crewe, Nantwich, Haslington, Sandbach, Brereton, Shavington, Audlem, Bunbury, Wrenbury, Wybunbury and surrounding areas.

Total membership (at census 2025)

- 33 Squirrels Scouts (4 – 6-year-olds)
- 330 Beaver Scouts (6 - 8-year-olds)
- 357 Cub Scouts (8 - 10 ½ year-olds)
- 328 Scouts (10 ½ - 14-year-olds)
- 150 Explorer Scouts (14 – 18-year-olds)
- 436 Adults (18+ year-olds)
- Total Membership 1,634.

More information about Scouts

- [What Scouts do](#)
- [Skills for Life – our strategy to 2025](#)
- [About volunteering with Scouts](#)
- [Our rules and key policies](#)