



# Lead and shape the future of Scouting in South West Cheshire

**District Leadership Team Member  
(Group Support)  
Vacancy Pack (05-2026)**

[swcscouts.org.uk/join](https://swcscouts.org.uk/join)  
#SkillsForLife



**Scouts**  
South West Cheshire

# Introduction

It's an exciting time to be involved with Scouts in South West Cheshire as we continue to develop and strengthen our District Team to support volunteers and deliver great Scouting across the District.

We're committed to building the best possible team to lead and support Scouts in South West Cheshire, working alongside our District Lead Volunteer. We're looking for enthusiastic and talented individuals who can support volunteers in the District and help them deliver exceptional experiences for every young person who wants to join us.

We're currently looking for a volunteer District Leadership Team Member (Group Support) to join us at South West Cheshire Scouts, supporting our Scout Groups in Crewe North and Sandbach.

This vacancy has arisen following the resignation of the previous postholder. The role supports the District Lead Volunteer in providing effective and proactive support to Groups and, where required, providing interim leadership for any Group without a permanent Lead Volunteer in post. This is a key leadership role within the District.

This role offers a unique opportunity to support Groups across our District by providing coaching, mentoring and guidance to Group Lead Volunteers and Group Chairs, helping them to develop and strengthen their teams and deliver excellent Scouting locally. Taking on this role provides the opportunity to be at the forefront of supporting and developing Scouting in South West Cheshire.

## Support every step of the way

District Leadership Team Members are overseen by the District Lead Volunteer, who will help you to tackle challenges as they arise, set your objectives, and work with you to review your performance. As a member of the District Leadership Team, you'll help to set the ongoing strategy for South West Cheshire and work together to create inclusive Teams which reflect the demographics of the local area, and work well, on their own and together.

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'll join an incredible team of dedicated people leading Scouting in South West Cheshire.

You will get to inspire and motivate our Group Chairs and Lead Volunteers across your patch, building friendships around our mission of delivering exceptional programmes and experiences for young people to help them gain Skills for Life.

You can read more about District Leadership Teams at: <https://www.scouts.org.uk/volunteers/volunteer-experience/teams/district-county-leadership-teams/>

# So why read on?

This role's for you if you'd enjoy:

- helping with recruitment and induction of new Group Chairs and Lead Volunteers when needed
- ensuring that Group Lead Volunteers feel supported to deal with challenging issues when they arise
- proactively line-managing Group Lead Volunteers including regular one-to-ones and reviews
- mentoring others and helping them to see their development plans come to fruition

And, if you're great at:

- creating networking opportunities
- providing guidance on how to develop local Scouting at Group level
- solving problems

Whilst volunteering as a District Leadership Team Member may be challenging at times, it will also be hugely rewarding. You'll develop your own leadership skills by managing a team of volunteers. The challenges that you find ways to tackle will stretch you as a leader, and as a person, and you'll unlock a new understanding of how much you are capable of. This could be a great asset for your professional life as well as in Scouts.

If you enjoy seeing things happen, achieving success, and making a positive impact to the lives of young people in our community, this role provides all of that and more.

Applications are invited from all members of South West Cheshire Scouting and beyond. Age and experience are no barrier to anyone with the right skills; we will provide support, guidance, and learning opportunities for the successful candidate.

We are committed to Equity, Diversity and Inclusion in everything we do and welcome applications and nominations from everyone, including people who are currently underrepresented in our leadership roles: young people (aged 18-25), women, those from Black, Asian and/or minority ethnic backgrounds, and people with lived experience of supporting less affluent young people and communities.



## What does the District Leadership Team do?

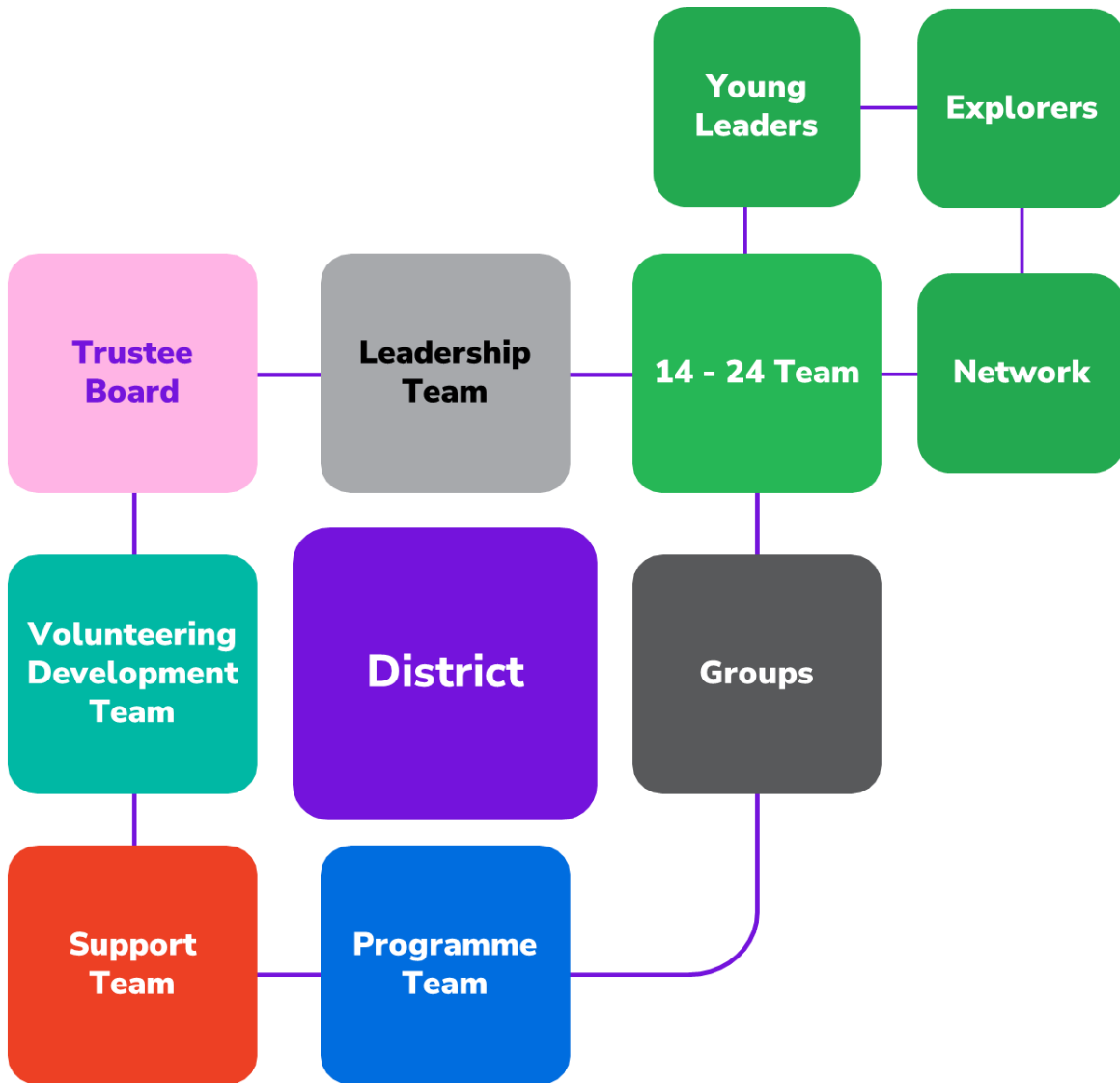
The District Leadership Team leads, inspires, and motivates volunteers in the District, setting strategic objectives and operational priorities for the District.

The District Leadership Team's tasks include:

- Making sure teams across the District work well, on their own and together.
- Supporting Teams to ensure young people and volunteers to feel welcome and included, so the environment and activities are accessible for everyone.
- Creating inclusive Teams which reflect the demographics of the local area.
- Ensuring that Teams have the resources, skills and enthusiasm to deliver the Scouts strategy.
- Making sure that volunteers in District Teams fulfil their Safety and Safeguarding responsibilities, including keeping up-to-date with changes and learning.
- Helping with recruitment activities to make sure there are always Chairs, Team Leaders and Group Lead Volunteers in post across the District.
- Supporting the District Youth Lead to work with Teams and Groups across the District so they can be [shaped by young people](#).
- Ensuring that [Safety](#) and [Safeguarding](#) incidents are reported, and that [data incidents](#) and [complaints](#) are properly managed.

As a Team Member, you'll work within the Team to help it accomplish its tasks. The responsibilities of this role are defined in the role description on page 8.

# Structure and Function of Teams in South West Cheshire



**District Leadership Team:** leads, inspires, and motivates volunteers in South West Cheshire.

**Trustee Board:** provides governance to ensure the District is run safely and legally.

**Volunteering Development Team:** ensures volunteers in the District are welcomed, supported and well looked after.

**Support Team:** ensures the smooth running of the District.

**Programme Team:** supports the District's section teams to work together and delivers events and activities under the District banner.

**14-24 Team:** supports volunteers in Explorer, Young Leader and Scout Network Section Teams to ensure that great programmes are planned and delivered for young people in this age range.

# 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 in no way committed 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 **30<sup>th</sup> June 2026** and conversations with shortlisted applicants are expected to be held in early July before an appointment is made.

It is intended that this appointment start in **September 2026**.

The initial term of appointment is at the discretion of the District Lead Volunteer. Appointment is expected to be made for an initial 3-year period before an initial appointment review.

## Further information

For more information, or for a confidential informal chat about this vacancy, please contact Dan Baldwin, South West Cheshire's District Lead Volunteer by emailing [dlv@swcscouts.org.uk](mailto:dlv@swcscouts.org.uk).



## About the role – District Leadership Team Member (Group Support)

### Outline role description

#### Outline:

As a member of the District Leadership Team, this role works in partnership with the District Lead Volunteer to provide effective support for Groups within a defined area of the District (Crewe North & Sandbach), and line management for their Group Lead Volunteers.

#### Responsible to:

District Lead Volunteer

#### Responsible for:

An agreed number of Group Lead Volunteers across a defined geographical area within the District.

#### Main Contacts:

District Lead Volunteer, District Youth Lead, Other District Leadership Team Members, Group Lead Volunteers, Group Trustee Board Members and Section Teams.

#### Appointment requirements:

Must successfully complete the appointment process (including acceptable personal enquiries and acceptance of The Scout Association's policies). All relevant learning must be completed during the appointment, and ongoing safeguarding, safety, and first response training must be completed.

#### Main Tasks

##### Inspire, motivate and manage

- Support your assigned Scout Groups to ensure that they have the best systems in place to support adult volunteers and develop the Group – including a Group Lead Volunteer, Chair, Trustee Board and Section Teams.
- Support Group Lead Volunteers in your assigned Groups to help ensure that their Squirrel Dreys, Beaver Colonies, Cub Packs and Scout Troops can deliver high-quality programmes which are challenging, relevant and rewarding for every young person.
- Provide line management and support to the Group Lead Volunteers in your assigned Scout Groups, including setting objectives for their work.
- Work with the District Leadership Team to ensure that the District thrives and supports Scout Groups.
- Lead a safe, open and transparent culture around keeping young people and adults safe through our Yellow Card and key policies.

##### Help volunteers find what they need

- Help Section Teams in your assigned Groups find learning and networking opportunities. Encourage them to share what's happening in the Group so you can find out where they might need support.

##### Attract and welcome new volunteers

- Help recruit new volunteers when vacancies arise for Chairs or Lead Volunteers in your assigned Groups.
- Make sure any new volunteers taking up these roles within your assigned Groups are warmly welcomed and supported to complete their learning.

##### Reflect and review

- Carry out individual reviews and one-to-one meetings with Lead Volunteers from your assigned Groups.

# Person Specification

<b>Knowledge and experience</b>	
An understanding of the challenges of working within 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, or a District or County role)	Desirable
Knowledge and experience of what we do in Scouting to deliver programme to young people	Essential
<b>Skills and abilities</b>	
Ability to lead, manage and motivate people in a voluntary environment	Essential
Ability to provide advice and guidance effectively to others	Essential
Ability to contribute to strategy development and identify practical actions to achieve strategic objectives	Essential
Ability to effectively chair meetings, face-to-face or online	Essential
Ability to build and maintain good working relationships with a wide range of people	Essential
Ability to enable others to identify issues, set and clarify objectives, and gain the necessary skills and confidence to work in a team	Essential
Ability to negotiate compromises	Essential
Ability to plan, manage and monitor your own tasks and time	Essential
Ability to construct and implement long-term plans to improve and expand the way Scouting programmes are offered to young people, and to identify any training, resources and other needs required to undertake this work	Essential
Ability to use basic computer software	Essential
<b>Qualities required</b>	
Accept the policies and rules of The Scouts	Essential
An understanding of the needs of adult volunteers	Essential
Flexible approach	Essential
Resourceful, energetic and self-motivated about the role	Essential

# About South West Cheshire

South West Cheshire is located within Cheshire County and is made up of twenty two Groups. The District covers Crewe, Nantwich, Haslington, Sandbach, Shavington, Audlem, Bunbury, Wybunbury and surrounding areas.

Total membership (at census 2026)

- 23 Squirrels Scouts (4 – 6-year-olds)
- 333 Beaver Scouts (6 - 8-year-olds)
- 378 Cub Scouts (8 - 10 ½ year-olds)
- 329 Scouts (10 ½ - 14-year-olds)
- 146 Explorer Scouts (14 – 18-year-olds)
- 437 Adults (18+ year-olds), of which 13 are Scout Network members (18 – 25-year-olds)
- Total Membership 1,646.

## More information about Scouts

- [What Scouts do](#)
- [Place to belong – our strategy to 2035](#)
- [About volunteering with Scouts](#)
- [Our rules and key policies](#)