



Scouts

Northumberland



**Nunnykirk Team Member -
Programme Lead**

Application pack and role description

INTRODUCTION TO NORTHUMBERLAND SCOUTS

It is an exciting time to be involved in Scouting, as we progress our Transforming the Volunteering Experience project which is changing the way we volunteer and enhancing the ways in which we deliver skills for life to young people.

In 2025, we acquired Nunnykirk campsite close to Rothbury. As well as being a valuable resource for Districts and Groups, we're keen for the site to be a base for our county programme. As Nunnykirk Team Member - Programme Lead, you'll lead the development of an exciting programme of outdoor activities, events and trainings that engage our young members and adult volunteers, as well members of other youth organisations, schools and community groups.

This is a senior manager role within Northumberland Scouts and comes with significant responsibilities. We are looking for an individual who can lead and support by being a great coach, critical friend, and motivator to get the best out of people. It offers a unique opportunity to bring a key component of our County vision to life.

You will be joining a talented leadership and programme team who are all passionate about bringing brilliant Scouting to every young person who wants to take part. Northumberland County Leadership Team includes Lead Volunteers for Section Support, Advisors and District Lead Volunteers, all focused on how we support our District, Groups and Sections across the county.

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!



Peter Thorp
County Lead Volunteer
Northumberland Scouts

About us

Overview of Scouting

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.

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. We are the largest mixed youth movement in the UK. 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.

**Preparing
young
people with
skills
for life**



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.

We believe that through the everyday adventure of Scouting, young people and adult volunteers regularly experience new challenges that enrich and change their lives.

What do our 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.



Our vision

A new strategic plan for Scouting across the UK is currently nearing completion to secure a strategic direction beyond 2025 and to build on the success of the current plan which committed to....

By 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Team UK (the team of Lead Volunteers that leads Scouting across the UK) will play a key part in leading the delivery of this strategy. More details on the work towards our new plan are available via the Scouts website.

Scouting's 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 these values:

Integrity

Respect

Care

Belief

Co-operation

More information on our fundamentals, including details of our values, are provided on our website.

Scouting's key policies

In common with all members in Scouting, our Programme Team Members are required to promote and follow our key policies.

The policies cover:

Development Policy

Equal Opportunities

Privacy and Data Protection

Religion

Safety

Safeguarding

Vetting

Youth Member Anti-Bullying Policy

These policies are fully explained on the [Scouts website](#)

Northumberland Scouts

Northumberland Scouts has a total membership of more than 7,100 including 1,605 adults and more than 5,500 4 - 18 year olds within 10 Districts:

- 374 Squirrels (4 – 6 year olds) within 31 Dreys
- 1,343 Beaver Scouts (6 - 8 year olds) within 88 Colonies
- 1,645 Cub Scouts (8 - 10 ½ year olds) within 95 Packs
- 1,570 Scouts (10 ½ - 14 year olds) within 91 Troops
- 623 Explorer Scouts (14 – 18 year olds) within 31 Units

Nunnykirk Programme Lead

Nunnykirk is our county campsite, located close to Rothbury. Having acquired the site in 2025, we are undertaking a programme of development to improve our infrastructure on the site.

Our aim is that as well as being a useful resource for Districts and Groups within Northumberland Scouts, the site will also be a valuable base for our County Programme and Adult Training events.

We're keen to build up the activities, training and events we hold at Nunnykirk and, in addition, build up the volunteer instructor team who can help to deliver this programme. This includes activities and events for both young people and our adult volunteers.

Whilst we want the site to primarily be a resource for members of Scouting, we're also keen to expand the range of people who use the site, and a key part of the role will be engaging other organisations such as guiding groups, schools and community groups to encourage use of the site.

We are looking for a driven and enthusiastic individual who can develop an exciting and engaging programme of County activities, training and events at Nunnykirk, and act as the liaison between the County Programme Team, County Training Team and the Nunnykirk Site Development Team.

We believe that the ability to lead, inspire and organise others is critical to this role. If you are a natural leader, if you're great at planning, you're adept at developing engaging outdoor programmes or large scale events, and you have experience of working with a range of groups and sections then this is the role for you.

Who's in the Nunnykirk team?

- Nunnykirk Team Leader
- Nunnykirk Site Development Volunteers

Core skill areas

We've identified six core skill areas that make a good Scouting manager and leader:

1. Providing direction

A good County Programme Team Member will provide clear leadership to implement our vision within the relevant section. on.

2. Working with people

It is vital that a County Programme Team Member can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

3. Achieving results

County Programme Team Members ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between District Programme and Section Teams. Forging links within the local community is also an important aspect of development.

4. Enabling change

It is important for a County Programme Team Member to encourage volunteers to think of creative ways to improve Scouting across the County. They should then provide the support to implement appropriate changes.

5. Using resources

A County Programme Team Member will ensure that information and resources are available, helping volunteers across the County to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good County Programme Team Member should use their time effectively and be willing to continue to learn and improve their skills.

We're looking for someone that can grow into the role. So, if you have some of the skills detailed and the drive and enthusiasm to develop Beaver Scouting in Northumberland, you could be the person we are looking for. You can expect to receive support and training as part of your development within this role.

How to apply or nominate someone

Thank you for your interest in volunteering. On the following pages you will find a role description and the person specification.

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.

Apply or nominate someone online at:

[Application form](#)

[Nomination form](#)

Or print and use the nomination and application forms on pages 12 -14

Key dates:

The closing date for applications is Sunday 12th April 2026.

Further information

For more information, or for an informal chat about this vacancy please email Peter Thorp, County Lead Volunteer at peter.thorp@northumberlandscouts.org.uk



The Role

Outline: To develop an exciting and engaging programme of County activities, training and events at Nunnykirk, and act as the liaison between the County Programme Team, County Training Team and the Nunnykirk Site Development Team. .

Responsible to: Nunnykirk Team Lead, Northumberland Scouts

Main contacts:

- County Programme Team
- County Activity instructors
- County Volunteer Support Team
- County Admin Team
- County Communications Lead
- Wider community contacts, businesses, other youth organisation leads etc

Appointment requirements: Must complete the relevant training for the role within the prescribed timescales. This role is likely to include contact with young people and will therefore require disclosure checks.

Main Tasks

As Nunnykirk Team Member - Programme Lead, you will:

- Lead the development of an exciting and engaging programme of County activities, events and trainings at Nunnykirk.
- Be an active member of the Nunnykirk Team and liaise with fellow Team Members regarding logistics for events and activities.
- Liaise and consult with Volunteer Support Team Members and Programme Team Members (Section Leads, MAPS Leads, DofE Team, and Adventurous Activity Instructors) to ensure activities and events deliver as required.
- Oversee the delivery of events and activities, managing logistics, and inspiring and leading a team of volunteers to support delivery.
- Liaise with the County Communications Lead to ensure events and activities can be promoted effectively and materials are in line with our identity and brand
- Work closely with a volunteer administrator to co-ordinate bookings for events.
- Implement systems, procedures and risk assessments to meet standards required by Scout Policy, Organisation and Rules (POR).

Person specification

Knowledge and experience:	
Experience of leading engaging outdoor activity / large programme events	Essential
Budget management experience	Essential
Experience of working in the Scout or Guide Movements as an adult	Desirable
An understanding of the needs of adult volunteers	Essential
Skills and abilities	
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Ability to motivate adult volunteers	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	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	
Passionate about getting our young people and adults outdoors	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

Application Form

If you are interested in applying for this role, please complete the application form below. You can also use our online [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 Northumberland 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](#).

Name	
Telephone number	
Email address	
1. Please outline why you want to apply for the role:	

Application Form - page 2

2. Please briefly explain why you would be suitable for this role, including professional and voluntary experience, within or outside Scouting (refer to role description):

3. Please describe the skills you would bring to this role (refer to person specification):

Nomination Form

If you think you know the right person for this 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. You can also use our online form [nomination form](#)

Privacy Statement - This form is used to collect information about you for the purpose of volunteer recruitment. This is to be used by Northumberland 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 feel motivated to nominate this person for the role of District Lead Volunteer	

Your details

Name	
Telephone number	
Email address	

Please return this form to Peter.Thorp@northumberlandscouts.org.uk



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