

Lead and shape the future of Scouting in Macclesfield and Congleton



**District Lead Volunteer
Vacancy Pack**


Scouts
Team Cheshire

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Introduction to Team Cheshire

It is an exciting time to be involved in Scouting in Cheshire as we continue to grow and evolve, helping more young people gain the skills to thrive and find a place where they belong through Scouts.

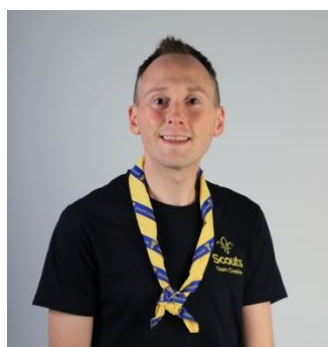
We are looking to identify enthusiastic and talented individuals who can lead and support Scouting in Macclesfield and Congleton as our new District Lead Volunteer, helping us deliver Scouts' vision of providing young people with a place to belong, skills to thrive and opportunities to make a positive difference in the world.

The District Lead Volunteer is a key volunteer leadership role in Cheshire responsible, on behalf of the County Lead Volunteer, for providing positive and inspiring leadership to the District team and Group Lead Volunteers within Macclesfield and Congleton, helping young people and volunteers experience great Scouting and a genuine place to belong.

I like to think of the Cheshire County Leadership Team as an inclusive team, which includes eight other District Lead Volunteers, all focused on how we support our Groups and Sections across the county. You will be joining a team of talented, focused volunteers who are all passionate about bringing brilliant Scouting to every young person who wants to take part and enjoy having fun in the process.

We are looking for individuals who can lead and support by being a great coach, critical friend, and motivator to get the best from the people our team is here to support. Joining the team now provides the opportunity to be at forefront of our continued success within Scouting. It is my ambition to create the best possible team to lead Scouts in Cheshire, and I believe that we will do that by inviting and involving volunteers from different walks of life with different experiences, different skills, and perspectives. **So, at this time we are really keen to provide opportunities for people to develop their skills, interests and experience in Scouting in a supportive and enjoyable way.**

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!



Dave Hopley
County Lead Volunteer
Cheshire Scouts

How to apply or nominate someone

Process

Thank you for your interest in volunteering as a District Lead Volunteer within the Cheshire County Leadership Team. On the following pages you will find more information about the role, as well as what the team is all about and what's in it for you as a volunteer joining us.

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. Apply or nominate online:

[Apply yourself](#)

[Nominate someone else](#)

A search group has been put together to oversee this process and will review all applications and nominations in order to make decisions as to who to invite to attend the selection stage of this process.

Key dates

The closing date for applications is midday on 31 October 2026

Interview dates: Interviews will be held w/c 9 November 2026

It is intended that this appointment commence on 1 March 2027, after a structured handover during January/February, and a transition celebration.

Further information

For more information, or for an informal conversation, please e-mail cc@cheshirescouts.org.uk to arrange to speak with Dave Hopley, County Lead Volunteer for Cheshire.



Why you should read on...

Can you answer yes to these questions?

- **Do you enjoy volunteering in Scouts?**
- **Can you inspire and motivate volunteers in Scouts?**
- **Do you have ideas for how we could make Scouts even better or easier for volunteers to be brilliant in their roles?**
- **Do you enjoy being part of a fun and caring team?**

We want the best people in the team so that we can do the best possible job for our volunteers across the country.

We welcome applications and nominations from everyone including people who are underrepresented in our leadership roles including people from Black, Asian and/or minority ethnic backgrounds and women, as well as people with lived experience of supporting less affluent young people and communities.

Joining the team isn't just about having all the skills and all the experiences to do the role from day one – Scouts is just as much about adults developing their own skills, confidence and friendships as it is about creating opportunities for young people to build skills, thrive and find a place where they belong.

What would I be doing as the District Lead Volunteer

Your day-to-day tasks within the role will vary but the following key tasks will feature in some form:

- Ensure that the District thrives and has the best systems in place to support the Groups, to support all adult volunteers in the District and to develop Scouting in the District
- Provide line management and support to the adults in the District that directly report to you including setting objectives for their work and holding regular reviews and one-to-one meetings.
- Produce a vision for the District and implement a development plan to meet that vision.
- Ensure that Scouting in the District is attractive to young people and adults from all backgrounds in the District.
- Ensure that the District 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 problems within the District are resolved so that excellent Scouting is provided to young people in the District.
- Work with the County Lead Volunteer and other District Lead Volunteers in the County to ensure that Scouting thrives.
- Ensure that an excellent safeguarding and safety culture exists across the District including addressing issues if they arise, with help from County, Regional and National teams.
- Help create a welcoming, inclusive and supportive culture where young people and volunteers feel valued and experience a genuine sense of belonging.

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

What are we looking for?

Skills and abilities

- Excellent written and oral communication skills
- Provides advice and guidance effectively to others
- Provides inspirational leadership for the District
- Provides strategic direction for the District
- Motivate adults volunteering in the District
- Can build, maintain and facilitate effective working relationships with a wide range of people
- Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team
- Ability to negotiate compromises
- Plans, manages and monitors own tasks and time
- 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
- Can use basic computer software.

Knowledge and experience

- Ability to manage adults effectively
- Understanding of the challenges of working in the voluntary sector
- Experience of working with young people and/or community work with adult groups
- Experience of working in the Scout or Guide Movements as an adult

Personal qualities

- An understanding of the needs of adult volunteers
- Flexible approach
- Self-motivated
- Able to work as part of a team and promote good teamwork
- Resourceful, energetic, and enthusiastic about the job
- Acceptance of the fundamentals of the Scout Movement.

“My volunteer leaders believed in me as a young person and taught me to believe in myself. They showed me I could do anything I put my mind to, and others would help me along the way.” Dwayne Fields, Chief Scout

What's in it for me?

Supporting and leading volunteers provides so much more opportunity and experiences than with employees, what you can gain by doing this really well can be a **great asset for your professional life as well as in Scouts**. The issues and challenges that you find ways to tackle will stretch you as an individual and as a leader and you'll find yourself **discovering new things that you are capable of achieving**.

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 will join an incredible **team of dedicated people** leading Scouting in Macclesfield and Congleton. You will get to inspire, motivate, shape and support the development of this team, building friendships and establishing a sense of camaraderie focused around our mission for young people.

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then volunteering in this team definitely provides all of that. You will get to see the difference that Scouts makes to so many young people's lives on a national scale, helping them gain the skills to thrive, build lasting friendships, find a place where they belong and enjoy unforgettable experiences through Scouting.

In the Macclesfield and Congleton District Leadership Team, you will have an **important role to lead the progress of our strategy**. You will have the **opportunity to learn** more about how Scouting works in Cheshire and be in a position to shape and contribute to the way we work.

And if you're reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, ask yourself if not me, then who? **If not now, then when?**



Core Leadership Skill Areas

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

1. Providing direction

A good District Lead Volunteer will create a vision for Scouting in their District and provide clear leadership to implement that vision.

2. Working with people

It is vital that a District Lead Volunteer 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 and cooperation.

3. Achieving results

District Lead Volunteers ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scout Groups. Forging links within the local community is also an important aspect of development.

4. Enabling change

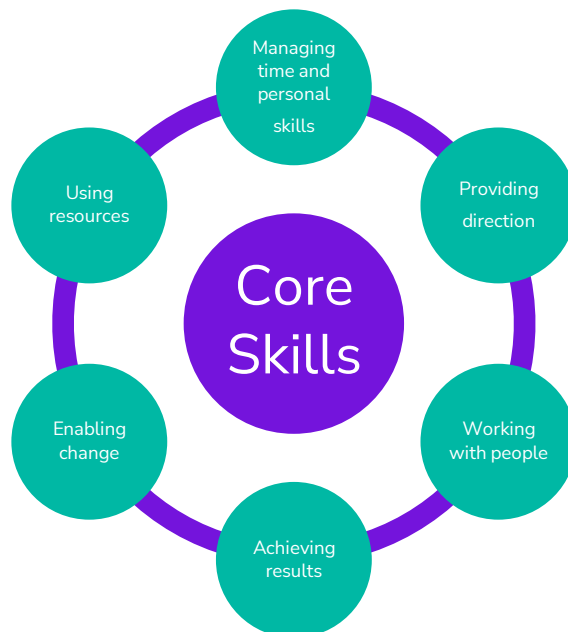
It is important for a District Lead Volunteer to encourage volunteers to think of creative ways to improve Scouting across the District. They should then provide the support to implement appropriate changes.

5. Using resources

A District Lead Volunteer will ensure that information and resources are available, helping volunteers across the District to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good District Lead Volunteer should use their time effectively and be willing to continue to learn and improve their skills.



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

About Macclesfield and Congleton

Macclesfield and Congleton District Covers: Macclesfield, Congleton, Poynton, And local villages

Total membership (in 2026)

- 64 Squirrels Scouts (4 – 6-year-olds)
 - 349 Beaver Scouts (6 - 8-year-olds)
 - 434 Cub Scouts (8 - 10 ½ year-olds)
 - 359 Scouts (10 ½ - 14-year-olds)
 - 177 Explorer Scouts (14 – 18-year-olds)
 - 591 Adults (18+ year-olds), of which 23 are Scout Network members (18 – 25-year-olds)
 - Total Membership 1,974.
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More information about Scouts

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