



UK Youth Lead

Role information pack

Lead change. Lift voices. Shape the future of Scouts.

Welcome

Thanks for your interest in becoming the next UK Youth Lead.

This role is about opening doors, lifting voices, and shaping a movement that puts young people at the heart of everything we do. Whether you've been in Scouts for years or you're brand new to it, if you're passionate about helping young people influence decisions and lead change, this might be the challenge you've been waiting for.

Inside this pack, you'll find everything you need to understand the role, the commitment, the support you'll receive, and how to confidently apply.



What is the UK Youth Lead?

The UK Youth Lead makes sure young people are meaningfully involved in shaping Scouts at every level - from local decision-making to national strategy.

You'll work closely with the UK Chief Volunteer, the Chief Executive and the Trustee Board to champion youth voice, bring new perspectives into key discussions, and support young people across the UK to influence the movement.

Your leadership will help ensure that young people feel heard, respected and empowered, and that their ideas directly contribute to the direction of Scouts.

Purpose of the role

This role exists to embed youth leadership in every part of Scouts. You'll help young people shape programmes, policies and projects, while also supporting volunteers and staff to involve young people meaningfully in their work.

You'll:

- Bring youth perspectives into national decisions and conversations.
- Support and coordinate Youth Leads across the UK to strengthen youth shaped Scouting locally.
- Lead the UK Youth Team, guiding youth engagement, forums and national initiatives.
- Represent Scouts at events and, on occasion, with external youth organisations.

In everything you do, you'll champion the simple belief that young people deserve a meaningful say in shaping their own experiences.



Messages from the team

Carl Hankinson, UK Chief Volunteer

Hello, and thank you for considering this important role.

The UK Youth Lead plays a vital role at the heart of national decision-making. You ensure that youth voice isn't just encouraged - it's embedded into our strategy, culture and everyday practice.

You'll work closely with me, with senior leaders, and with volunteers across the UK to bring insight, challenge and creativity into important conversations. You'll help us stay relevant, inclusive and ambitious.

If you're passionate about helping young people influence their movement, and you bring energy and a willingness to learn, then I'd strongly encourage you to apply. Good luck, and thank you for stepping forward.



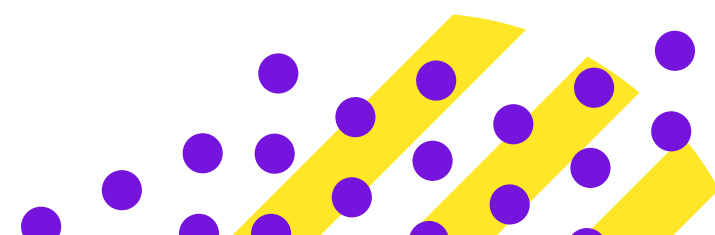
Dwayne Fields, Chief Scout

Our UK Youth Lead is such a key role in Scouts.

As a movement proudly shaped by young people, this person, inspires, motivates and most of all creates a platform for our young people. They make sure young people's voices are heard at every level - from Squirrels choosing their next badge activity to young adults shaping our national strategy. I've seen first hand what a difference this makes - and how young people always bring that energy, fresh perspective to every conversation.

You'll bring together a team of young people to support you, listen and encourage them, then go out and support Scouts right across the UK. This is an amazing opportunity for you too to meet and volunteer alongside so many interesting and people, to stretch yourself and discover new skills.

I'll be there to support you along the way, with our other leaders in Scouts. I know that you'll help even more young people gain the skills they need to thrive and a place to belong. I look forward to meeting you soon, and then travelling with you on the path ahead.



Key tasks

As UK Youth Lead, you'll help shape how young people influence Scouts at every level. You'll play an active role in national leadership, guiding the work of the UK Youth Team and supporting Youth Leads across the UK.

A large part of your role is helping ensure youth voice is embedded in key decisions, while also creating opportunities for young people to take part in co-creation, consultation and national projects. You'll represent young people in important conversations, champion youth shaped Scouting, and help develop the next generation of youth leaders across the movement.

Key tasks will include:

- **Influencing national decisions:** Bringing young people's views into strategy, UK Leadership Team conversations, and national projects.
- **Leading the UK Youth Team:** Guiding a team of under-25 volunteers who deliver youth voice projects, UK Youth Forums and engagement activities.
- **Supporting Youth Leads locally and nationally:** Working with Nations Youth Leads and local Youth Leads to embed youth shaped Scouting across Regions, Counties, Areas, Districts and Groups.
- **Championing youth voice across Scouts:** Promoting youth leadership, sharing good practice and helping volunteers understand how to meaningfully involve young people.
- **Creating and leading youth engagement opportunities:** Helping design and deliver UK-wide consultations, co-creation workshops and opportunities for young people to shape national decisions.
- **Supporting co-creation on national projects:** Helping UKHQ teams engage directly with young people when shaping programme ideas, policies or events.
- **Representing Scouts internally and externally:** Speaking on behalf of young people at national events, leadership meetings and sometimes with external youth organisations.
- **Spotting and developing future young leaders:** Encouraging and supporting talented young people to take on bigger roles, grow their skills and lead across the movement.
- **Sitting on the UK Trustee Board:** Bringing the perspective of young people directly into the highest level of decision-making and ensuring youth voice influences national governance.

“Hearing the voices of young people talking about the future is truly inspiring, acting meaningfully on these voices will allow us to be the change we want to see in the world”

Nathan Heath
UK Youth Team



Who you'll work with & support you'll receive



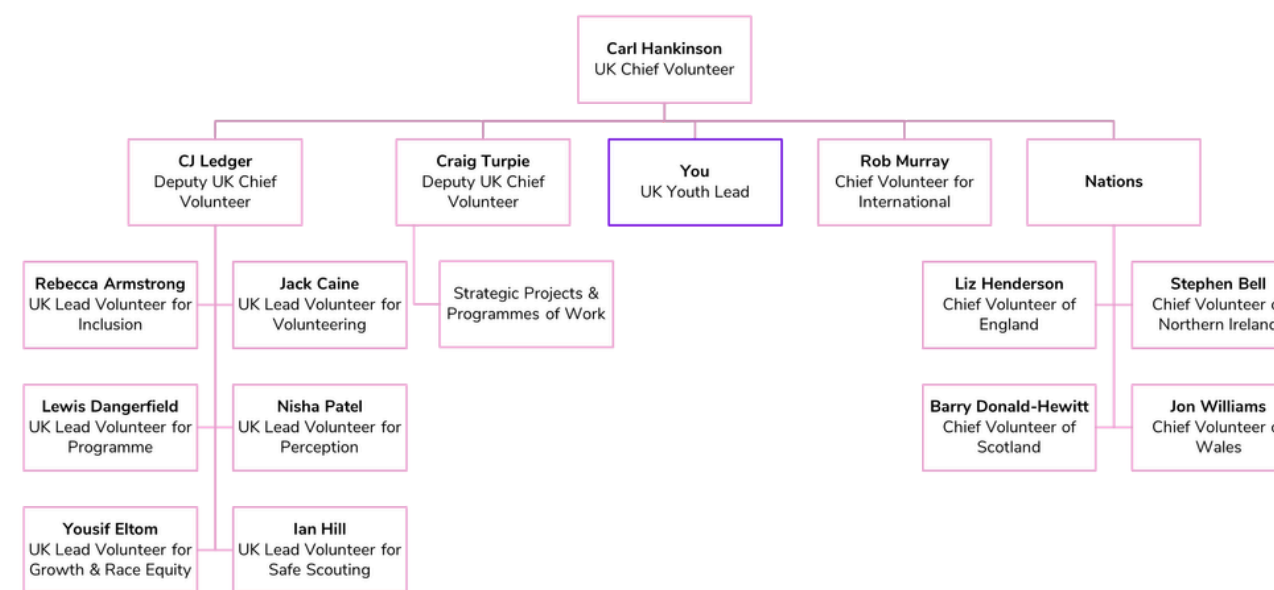
You'll work with people across every level of Scouts - from the **UK Chief Volunteer, Chief Scout, Chief Executive, Trustee Board** and **UK Leadership Team**, to **Nations Youth Leads, local Youth Leads**, and your brilliant **UK Youth Team** who'll help deliver national youth voice projects.

Because you're working with so many colleagues, you'll also have strong support around you. A **UK Volunteer Development Team Member** will guide your development and Wood Badge, and staff from the **Youth Programme team** and wider **UKHQ** will help with planning, logistics and day-to-day coordination.

You'll stay connected with experienced volunteers across the UK who'll help you navigate national work - and you'll always have the UK Youth Team alongside you. Wherever you go in the role, there's someone ready to support you.



You'll be part of our UK Leadership Team



About you

We're looking for someone who believes in the power of young people, enjoys bringing people together, and is excited about helping shape the future of Scouts. You don't need to know everything already, what matters most is your passion, your ideas, and your willingness to learn.

1. You care about youth voice

You believe young people should have a real say in the decisions that affect their experiences. You're motivated to help others get involved, influence change, and feel heard.

2. You're a natural connector

You enjoy bringing people together, helping them share ideas, and creating spaces where everyone feels included and comfortable. You don't need to be loud or outgoing - just someone who values collaboration and enjoys helping others feel part of the conversation.

3. You're open, curious and up for learning

You don't need to be perfect or have all the answers. What matters is that you're open to new ideas, willing to try things out, and happy to learn along the way.

4. You're comfortable sharing your ideas

You can speak up in meetings, present your thoughts clearly and help bring conversations to life. Confidence helps, but enthusiasm and preparation matter more.

5. You can stay organised

You don't need to be a scheduling wizard - just able to plan ahead, manage your time, and keep on top of messages and meetings alongside your other commitments.

6. You live our values

You embody our values of belief, respect, integrity, care, and cooperation. You care about helping Scouts be a place where everyone feels they belong.

To apply, you'll need to be aged 18-25 on 1 September 2026.



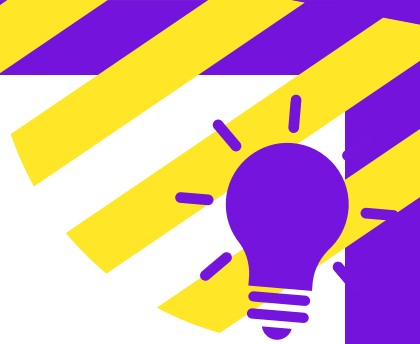
A note on experience...

You don't need to have:

- held a national role before
- years of leadership experience
- been in Scouts for a long time

If you've led a project, helped run an event, supported a team, or had a role where you've encouraged others - that counts.

And if you haven't had chances yet? That's okay too. Bring your ideas, your point of view, and your enthusiasm. We'll support you with the rest.



Time commitment

The UK Youth Lead role involves both regular responsibilities and exciting opportunities. Here's a realistic picture:

- Around 10-12 weekends a year for key events and leadership meetings.
- UK Youth Team meetings
- 6-8 hours a week, usually in the evenings, for preparation, emails and planning.

Optional events and opportunities are available but not expected.

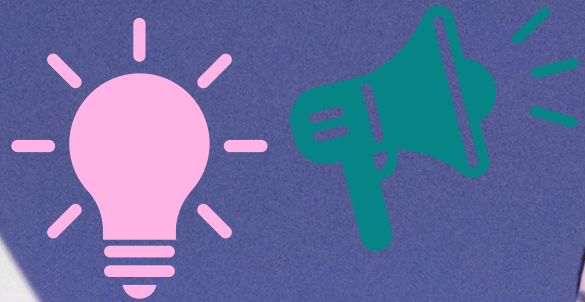
Term of appointment

- 2-3 year initial term.
- Annual reviews and regular check ins.
- Must be 18-25 at appointment.
- No prior Scouting experience required - just willingness to become a member.

Expenses & accessibility

We never want money or access needs to be a barrier to taking on this role. All reasonable expenses connected to your tasks as UK Youth Lead (such as travel, accommodation for events, and essential resources) are covered in line with our Expenses Policy.

We're also committed to making sure the role is accessible to everyone. If you need adjustments to meetings, travel arrangements, communication styles, or the selection process, we'll work with you to make it happen.



This role has stretched me, inspired me and helped me grow in ways I never expected. You don't need to have everything figured out when you start (I certainly didn't) but you do need passion and a willingness to learn. What matters most is helping young people feel heard and making sure their ideas shape Scouts. If that excites you, you'll thrive here. And trust me: you'll make a bigger difference than you think.

Ayesha Karim
Current UK Youth Lead

FAQs

“ Will I need references or checks?

Yes - the usual membership record checks, vetting checks, and disclosure checks for national and trustee roles.

“ What's the age requirement?

You must be 18–25 on 1 September 2026.

“ Do I need lots of experience?

No. What matters is your passion for youth voice and your willingness to learn. We'll support you every step of the way.

“ Do I need to already know how Scouts works nationally?

No. We'll help you understand the structures and how national decisions are made.

“ This sounds like a lot - will I get help?

Yes. You'll have mentoring, learning, and a friendly team around you. You're not expected to know everything - just to bring your perspective and be ready to grow.

“ What if I'm not good at writing applications?

Say things in your own words. We're not judging perfect grammar or fancy phrases - we want to understand you.

“ What if I'm not selected?

There are lots of ways to get involved nationally and locally. We'll help you find opportunities that match your strengths and interests.

Application tips

Applying for a national role can feel a bit daunting - but it doesn't need to.

We're not looking for perfection; we're looking for your passion, your ideas and your potential. Here are some simple ways to make your application shine:

1. Be yourself

We want to hear your voice, not what you think we want to hear. Write and speak in a way that feels natural to you.

2. Show why youth voice matters to you

Explain what youth shaped Scouting means in your eyes and why it's important. This helps us understand your motivation and connection to the role.

3. Use real examples

Think of moments where you've helped, led, supported others, influenced a decision or brought people together. These don't need to be from Scouts - college, work, sports, activism, youth groups or your community all count.

4. Keep it clear and simple

You don't need long sentences or fancy language. Tell us what you did, why it mattered and what you learned.

5. Talk about how you work with others

This role involves collaborating with volunteers, young people, staff and senior leaders. Sharing how you build relationships or work in teams will really help.

6. Share your ideas

You don't need a perfect plan — just show us what inspires you. What would you love to explore or change? What energises you?

7. Be honest about your strengths

Tell us what you're proud of, what you're good at and what you'd like to develop. Growth is part of the role, and support is built in.

8. If you record a video, don't overthink it

You don't need special equipment — a phone camera is fine. Just speak clearly, be yourself and share what excites you about the role.

9. Ask for support if you need it

If you need help understanding any part of the application or require adjustments, we're here to help.

How to apply

Before making an application please make sure you've carefully read this role pack.

[Complete our application form here.](#)

Applications will close at 9am on Friday 15 May 2026.

Get in touch

If you'd like to discuss the role in more detail, please [email Carl Hankinson](#) (UK Chief Volunteer) or [Louis Hawker](#) (UK Volunteering Manager).

Nominations

Know someone who might be a perfect fit? Use the nomination form if you know someone that might have the skills, qualities, or experience that we're looking for.

Nominations close at 9am on Friday 1 May 2026.

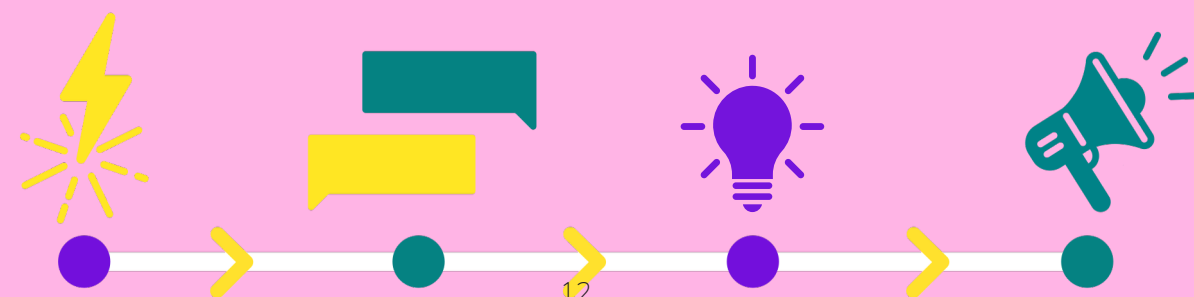
We'll get in touch with all nominated candidates after this date, invite them to our online Q&A on Monday 11 May, and encourage them to apply.

Next steps

Once you've submitted your application, we'll review it carefully. If you're shortlisted, we'll invite you to a relaxed, friendly **Selection Day at Gilwell Park (Saturday 20 June 2026)** so we can learn more about you and your ideas.

After that, the panel will make a decision and let you know the outcome. If you're selected, we'll guide you through the membership checks and help you get started in the role.

And if you're not selected this time, we'll point you towards other ways to get involved and make an impact.



The Scout Association
306101 (England and Wales)
SCO38437 (Scotland)
103542 (Northern Ireland)

Registered address
Gilwell Park, Chingford
London, E4 7QW

Contact us
support@scouts.org.uk



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