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| Specialist volunteer for Innovation and Reach Role Description 13 May 2024 |

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## Background

Guiding Reach and Innovation is an exciting new workstream led by Girlguiding’s Funded Programmes team. Through it, we will look for answers to the biggest strategic challenges and questions our movement is facing. We’ll explore new delivery models, and ways to extend reach and increase impact: initially, we will do this with a strong focus on schools and education provision.

We’ll collect ideas from within and beyond Girlguiding, build on them to create pilot project concepts, and then deliver, iterate and develop the projects, so we have some proven models to scale up.

This specialist role would suit a creative and open-minded volunteer with a deep knowledge of guiding, interested in innovation and human-centred design, and passionate about reaching more girls, and representing more communities. We would welcome applications from volunteers with knowledge and experience of school leadership or enrichment provision, however this is not essential to apply.

This role will advise and support the engagement of girls and volunteers to share ideas and shape projects and advise on the development of schools' enrichment offers. The role will also play a key role in networking with like-minded organisations, identifying and addressing challenges to innovation, and informing recommendations for scaling-up successful projects.

## Reporting and accountability

This role will report to the Lead Volunteer for Membership Growth and Retention

The staff partner will be the Funded Programmes Manager

## Term of office

The role will start in June 2025 and will be for **12 months** initially with the possibility to extend.

## Appointment

The appointment will be made by the Chief Guide.

## Principles for working together

Underpinning the ways of working together is the principle that all people[[1]](#footnote-1) and groups in Girlguiding are part of one team. We all share the same established Girlguiding values and put these values into action when we work together.

* **we are… inclusive** – we create a place where everyone is welcome, is free to be themselves, and has an equal sense of belonging – whoever they are and wherever they’re from. We value and celebrate different experiences and want all levels of Girlguiding to be as diverse as the communities we live in.
* **we are… caring –** we build positive working relationships, get to know how different colleagues and areas of the organisation operate and adapt to help everyone give of their best. We respect each other and trust that everyone is doing their best, even when things don’t go to plan.
* **we are… challenging** – we are ambitious on behalf of our girls, young women and volunteers and challenge every activity that doesn’t support the Girlguiding mission. Regardless of role, function or level, all members of one team focus on the common good, and how we can best use our collective resources to deliver what girls tell us they want and need.
* **we are… fun –** we recognise that Girlguiding’s success is built on having a blended team that includes volunteers as well as paid staff. We offer flexible ways to contribute, keep things simple and if we can’t avoid jargon, we explain it. We make space for fun and team building at the same time as getting the job done.
* **we are… empowering -** everything we do is designed and delivered with users: whether volunteers, girls or wider society. All key stakeholders are identified and informed or involved from the start of any piece of work so together we achieve the best possible outcomes in the most efficient way.
* **we are… inspiring –** we keep up to date with the lives of girls and are willing to innovate and try new things so we stay modern and relevant as an organisation. We share ideas and best practice internally and also look at what other organisations, both in the global guiding movement and externally, are doing. We embrace opportunities to work in partnership with others where this will achieve the best result for girls.

## Purpose

* Provide support for the engagement of, and communication with, volunteers with experience and knowledge of the school environment, alternative education provisions and enrichment opportunities.
* Provide a volunteer perspective on the process and projects in the innovation and reach pipeline.
* Provide insight into school enrichment and engagement with education settings.
* Be a key point of contact for senior volunteers involved with or adjacent to innovation and reach projects.

## Responsibilities

1. Work collaboratively with the LV for membership growth and retention and other specialist volunteers in the team
2. Provide volunteer perspective to innovation projects
3. Provide an education- and enrichment-informed perspective to innovation projects
4. Support staff members to run focus groups with volunteers, parents and girls.
5. Catch up regularly with link staff member
6. Sit on Innovation and Reach Board and participate in Idea Lab
7. Contribute to networking with like-minded organisations
8. Support the team to identify and address challenges to innovation
9. Contribute to the development of recommendations for scaling up successful projects
10. Attend growth network meetings

You will be working in collaboration with the Lead Volunteer for Retention and Growth and the Specialist Volunteer for Recruitment on support for young members and communications.

You will be closely collaborating with the Lead Volunteer for Retention and Growth and keep them informed of plans, progress, risks and issues.

## Knowledge, experience, and skills

Note: We’re looking for someone who can demonstrate most of the experience, knowledge and skills below, but you don’t have to have everything now. You’ll have support from your staff partner and volunteer line manager, and opportunities to develop further in the role.

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| Knowledge of |

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| Creating action plans and evaluating their success |

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| Knowledge of current challenges school leadership are facing, particularly with regard to enrichment activity  |
| Experience of |

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| Working as part of a project group or team |

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| Demonstrating support for diversity and inclusion  |

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| Developing confidence and leadership in girls, and supporting them to use their voice to advocate for peers  |
| Knowledge of schools, academy trusts or education providers either professional or personal  |

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| Working with multiple stakeholders at a variety of levels in Girlguiding on the delivery of a project  |
| Adapting and responding to changing circumstances |
| Skills |

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| Strong collaboration, negotiation and influencing skills |
| Flexible thinking and a problem solver |

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| Demonstrated ability to act with integrity and maintain confidentiality |
| Demonstrated ability to take initiative, work autonomously, be resourceful and resilient |
| Champion of girl voice  |



1. People in the context of the ways of working together means all the adults involved in Girlguiding at all levels of the organisation, whether they are a volunteer or a member of staff. [↑](#footnote-ref-1)