



Application pack

Head of Rewarding & Flexible Volunteering

Staff role

Remuneration – £30,518 per annum, pro rata

Full Time – 35 hours per week

Closing date: Friday 30 January 2026 @9am

Welcome message

We are really pleased that you are interested in joining our team. This is a really exciting time for Girlguiding North West England as we are planning lots of exciting events and activities for our members.

About Girlguiding

Girlguiding is the leading charity for girls and young women in the UK and the largest female-focused charity, delivering guiding meetings that give girls and young women a space where they can be themselves, have fun, build brilliant friendships, gain valuable life skills and make a positive difference to their lives and their communities. Through these weekly meetings our girls and young women are exposed to fabulous age-appropriate opportunities.

Our youngest group, called **Rainbows**, are girls aged four to seven, they take part in lots of different fun activities such as exploring the wider world through interactive games and unique events.

Brownies are girls aged seven to ten, being a Brownie opens up a world of exciting challenges and the opportunity to try new things such as camping adventures and once-in-a-lifetime events.

Guides are girls aged 10 to 14 who are given the chance to develop their individual skills and abilities, to explore their attitudes and develop their personal opinions, and to try out new challenges as part of a team. Guides can get involved in anything from adventure sports to performing arts, travel and taking part in social action projects.

The **Ranger** section offers young women aged 14 to 18 the opportunity to develop their skills and abilities through a flexible and inspiring programme. Our oldest youth members are offered a huge variety of challenges, activities and opportunities for personal development, including overseas development projects, young leadership and advocacy.

Girlguiding is made up of nine Regions and countries of which Girlguiding North West England is one.

About Girlguiding North West England

Girlguiding North West England is made up of 18 Counties from the top of Cumbria to the bottom of Cheshire and across to the Isle of Man and British Overseas Territories. The charity is led by key volunteers who work together to deliver the strategy, supported by a staff team based at our Region Headquarters in Preston.

Our Commitment to Girls

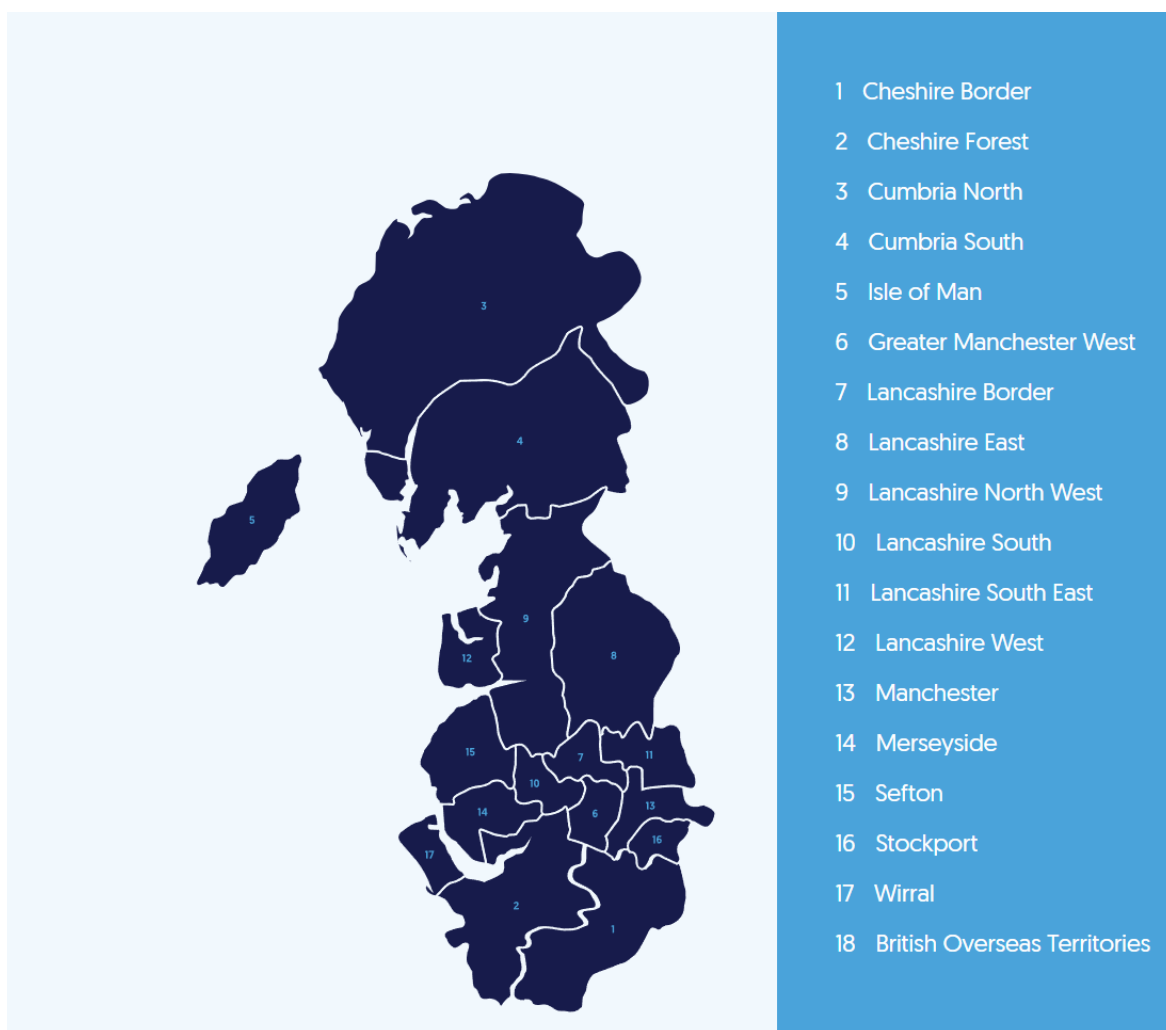
We will empower more girls to find their voice and be their best through high quality, girl-led programmes delivered by inspirational Leaders.

Our Vision

An equal world where all girls can make a positive difference, be happy, safe and fulfil their potential.

Our Values

Caring Challenging Empowering Fun Inclusive Inspiring



Girlguiding British Overseas Territories include Anguilla, Bermuda, British Virgin Islands, Cayman Islands, Falkland Islands, Gibraltar, Montserrat, Saint Helena & Ascension Islands and Turks & Caicos Islands.

Role Description

Head of Rewarding & Flexible Volunteering

Purpose: This role is a key member of the small staff team at the Girlguiding North West England Region Office, led by the Executive Manager. The role contributes to the provision of services supporting membership and development across the region.

The successful applicant must have excellent verbal and written communication skills. They must be able to build positive relationships with staff and volunteers at all levels and have a working knowledge of Microsoft Office.

The role of the Head of Rewarding & Flexible Volunteering (R&FV) is to manage the delivery, implementation, coordination, and administration of training and development programs for leaders, young members, commissioners, and trainers. This includes line management responsibility for the county coordinators and GGBOTs Officer. The role ensures compliance with organisational standards and supports the continuous improvement of training for members within the organisation. They will support the Executive Manager as required to ensure all rewarding and flexible volunteering activities are undertaken timely, accurately, and in line with funding procedures.

Responsibilities:

- Line manage the County Coordinators, Learning & Development Officer, and GGBOTs Officer and deliver work to agreed priorities across the region.
- Support the team in carrying out their administrative duties and provide advice where necessary.
- Work with lead volunteers and the R&FV team to create and facilitate the delivery of the strategy for the region.
- Work in conjunction with subgroups and advisers to determine annual budget spend based on strategic priorities and monitor expenditure.
- Support initiatives to enable a R&FV experience for members by facilitating annual planning, operational delivery, budget setting, and allocation of efficient resources in partnership with advisers, as well as monitoring expenditure.
- Be responsible for training on safe practice and compliance, ensure all training sessions adhere to safeguarding policies, and oversee compliance reporting.
- Manage training programme coordination and facilitate training sessions for leaders, young members, commissioners, and trainers, including LDP, Safer Guiding, and 1st Response.
- Oversee young member development, ensuring effective training and support for young leaders.
- Support peer education initiatives, including topic trainings and session requests.
- Provide trainer support, manage the Trainer Qualification program (Trainer Development Programme), and support new trainers through the Becoming a Trainer (BAT) program.
- Provide ongoing support and development for trainers, including annual reflection, renewals and tutor support.

- Support commissioner trainings and assist commissioners with general inquiries and training needs.
- Develop and coordinate non-mandatory training sessions on topics such as finance, mental health, and other relevant areas.
- Coordinate Learning & Development adviser meetings and subgroup meetings as required.
- Help facilitate the Operations board as required (shared responsibility) and report on the team's activity.
- Represent the region as required and share best practices with other countries and regions.
- Provide regular reports and updates on projects and areas of work.
- Maintain effective communication systems with volunteers.
- Provide absence cover for the Region Office team as required.
- Contribute to the efficiency and improvement of office systems to support effective administration for all areas of regional services, recommending improvements to the Executive Manager and implementing any agreed changes.
- Work flexibly to provide out-of-hours support when needed.
- Undertake any other duties that may reasonably be required to fulfil the requirements of this post.

Additional Information:

- The role is a hybrid role, with some home working and some office-based work at Girlguiding North West England Headquarters, Preston.
- The role may require occasional travel to multiple locations both in the North West and across the UK.
- Due to the nature of the work, occasional weekend and out-of-hours working will be required across North West England, for which time off in lieu will be offered.
- You will be expected to actively promote the Girlguiding North West England vision, mission, and values.

Person specification

Skills	Essential	Desirable
Excellent verbal and written communication skills	X	
Excellent administration skills	X	
Computer literate, with a good knowledge of Microsoft Office	X	
Excellent people skills	X	
Ability to work accurately and pay close attention to detail	X	
High level of organisation, ability to work on own initiative	X	
Able to work as part of a team	X	
Ability to positively represent Girlguiding externally	X	
A full driving licence and access to transport		X

Experience of

Working in a supervisory/management role	X	
Working in a customer-focused environment	X	
Working with volunteers	X	
Girlguiding UK structures, policies, and priorities		X
Working in a learning & development environment	X	
Values		
Flexible attitude to work	X	
Commitment to the aims of Girlguiding	X	
Understanding of equality and diversity in the workplace	X	
Understanding of the contribution volunteers make to charities	X	

Employment details

Contract Type

Full time, permanent, 35 hours per week. Operating flexibly to meet the needs of the strategic plan and organisational needs.

Location

The position will be a hybrid role with some home working and some office-based work at Girlguiding North West England's Headquarters, Guiding Road, Preston PR2 5PD each week. However, you may be required to perform your duties at other locations on occasions. You will also be required to travel inside the UK on business of the Association.

Salary/Rate

The starting salary for this post is £30,518 per annum.

Working Hours

Normal working hours are Monday to Friday 7 hours per day, start and finish times would be agreed if appointed, but these are usually between the hours of 8am and 5pm. However, you may be required to perform your duties at weekends or evenings as required. Time in lieu can be taken for out of hours worked.

Probationary Period

The post will be subject to a 6-month probationary period.

Disclosure and Barring Service Check

This post may involve access to young people and as such it is a requirement under The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 that you may be required to submit a Disclosure and Barring Service check.

Holidays

25 days' paid holidays per annum plus bank holidays (pro rata for part time hours)

Notice Period

Following the probationary period, the notice period required by both parties is four weeks.

Benefits

Pension Scheme

You will be eligible to join the Girlguiding Group Personal Pension scheme. The scheme is contributory. Full details are available from Girlguiding North West England.

Employee Supported Volunteering

As an organisation that relies on volunteers, we consider it important to support our own staff to pursue their social action and community engagement interests. Staff who volunteer are entitled to two days of paid volunteer leave a year. If the volunteering is within Girlguiding this rises to four days.

Further Information

Full terms and conditions will be provided if an offer is made. If you have any questions at this stage please contact Kelly Hunter on 01772 791947.

Application process

To apply

- The closing date is **Friday 30 January 2026 @9am**.
- In order to express your interest in the role, return your application and diversity form to Orna Murphy at orna.murphy@girlguidingnwe.org.uk
- Interviews will take place week commencing 9 February 2026.