

Guiding for Employers



Girlguiding Scotland, the leading charity for girls and young women, has more than 60,000 members across Scotland, including 50,000 young members. So if you're recruiting, it's likely you'll receive applications from people who mention Girlguiding Scotland under their volunteering or interests.

What does their involvement with Girlguiding Scotland tell you?

Employability

We know from employers that some candidates, while they may have the necessary academic qualifications, can lack transferable or 'soft' skills they are looking for. Girlguiding Scotland helps its members develop into rounded individuals with a range of skills and attitudes which can help them to be effective and valuable employees.

Most of our members fit their guiding commitments around a job, studying, family life and other interests such as sport - or a combination of these! It's a long term commitment, from aiming for prestigious awards and challenges as a young member to working as a leader within a local community, offering opportunity, fun and support to girls and young women. The time management and drive required to pull this off are hugely valuable in the workplace.

Girlguiding Scotland gives our young members the chance to broaden their horizons, try new things and aim high. Whether volunteering in a developing country, running a unit or speaking out about issues that matter to girls, this fosters vital transferable skills such as confidence, adaptability and resilience in new situations.



Many of our members tell us that one of the most valuable things about guiding is learning to get on with a wide range of people. Being able to adapt your communication style, cooperating with others to organise projects like camps and unit activities and working constructively despite differences.

Guiding can involve significant levels of responsibility, from leading trips abroad to organising Scotland-wide projects or events. Some volunteers rise to senior positions, coordinating areas of our work such as outdoor activities or communications in their local area or for Scotland as a whole.

From the age of 14 our members can become Young Leaders, help to run a Rainbow, Brownie or Guide unit. At 16 they can start work on the Girlguiding Leadership Qualification, becoming a fully qualified Leader from their 18th birthday onwards.

Transferable Skills

Through involvement in guiding and the non-formal learning opportunities it offers, our members develop many transferable skills relevant to employment including:

Leadership - the skills to motivate, support and mentor others to carry out their plans and achieve goals.

Team work - each guiding unit is run by a team of volunteers who have to work effectively together to ensure success.

Administration - such as record-keeping, monitoring resources and creating plans for the unit.

Budgeting - those in leadership, budget and keep accounts for their unit on a weekly basis. They may also manage the budgets for special events or residential trips and write applications for external funding.

Time management - this can include facilitating activities to time in a unit meeting, meeting external deadlines for events and fitting guiding around other commitments such as work, study and family.

Organisational skills - whether pulling together a group activity for a unit meeting, a whole term of activities for Brownies or a large-scale regional event.

Project management - volunteers work in teams to plan camps and other local or even national events.

Communication - guiding involves communicating effectively with a range of different people, from girls and young women to parents, members of the local community, other volunteers and people from external organisations.

Mediation - all Leaders must use effective diplomacy to ensure the smooth running of the unit, resolve conflicts and arbitrate between young people.