

Girlguiding Scotland

Consultative group, 18–30 member

Role description and information



girlguidingscotland.org.uk

Welcome

Thank you for your interest in applying for this volunteer role.

Volunteers are at the heart of Girlguiding – without you, guiding simply wouldn't happen. Our volunteers help us in all sorts of ways, from running and supporting units, through to county roles, to being trustees. Our mission at Girlguiding Scotland is to inspire and empower girls all across Scotland and our volunteers are key to achieving this.

We're looking to fill 2 member posts on our consultative group for 18–30 year olds. The consultative group plays an important role in our governance, representing the views of the membership when there are significant decisions to be made by our trustees.

As the leading charity for girls and young women in Scotland, it is important to us that our groups include people with different skills, knowledge and lived experiences, so that they have a broad range of opinions. We particularly welcome applications from people with disabilities and individuals from ethnic minority groups.

We'd really encourage you to think about putting yourself forward for this exciting role. By volunteering at a national level, you'll ensure that Girlguiding Scotland's strategy is fit for purpose and will impact the lives of thousands of girls across Scotland.

Please take some time to read through the pack to learn more about becoming a Girlguiding Scotland consultative group member and all the benefits it might bring you personally and professionally, as well as the impact your input could have on the organisation.

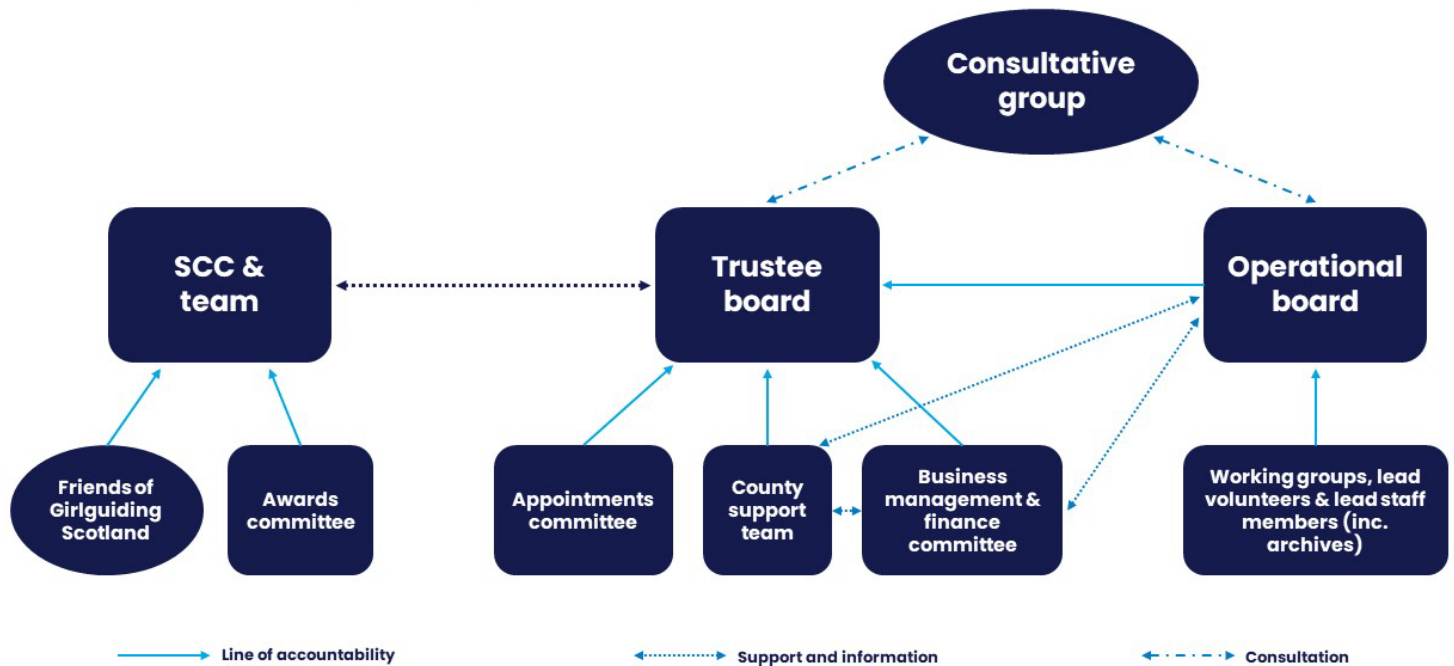
Best wishes,



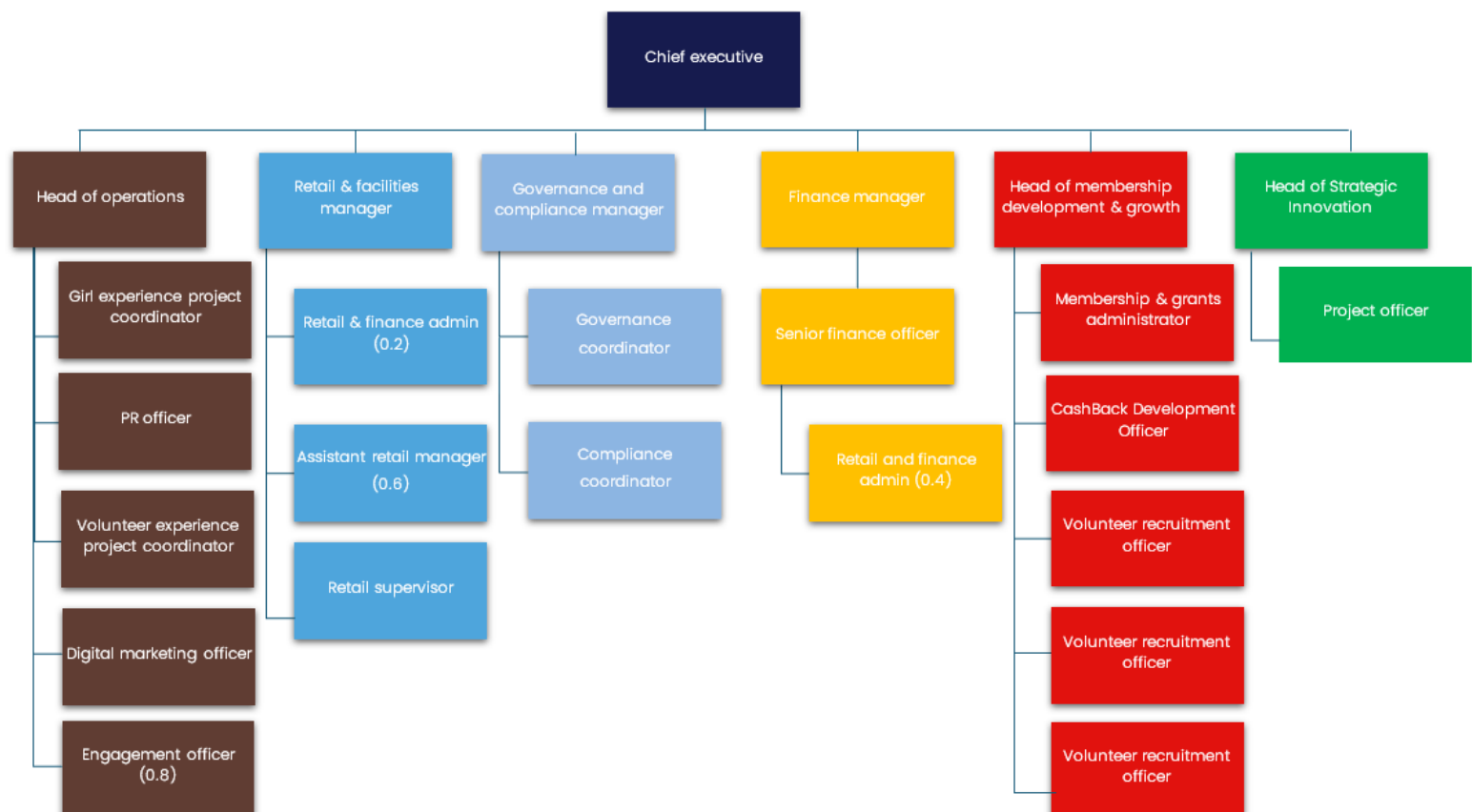
Elaine Rough
Scottish Chief Commissioner

Our governance structure

All groups guided by member interests through the membership engagement activities



Our staff structure



The role

As a member of the consultative group, you will help to shape the direction for Girlguiding Scotland and provide your input ahead of significant decisions to be made by our trustee board.

- For this post, you must be a current member of Girlguiding Scotland and be aged between 18–30 years as at 1 January 2026.
- Our consultative group is made up of:
 - The Scottish chief commissioner, deputy and assistants
 - The president of Girlguiding Scotland
 - All county commissioners
 - Girlguiding Scotland elected members of the Girlguiding Council
 - Up to 6 appointed members aged between 18 and 30 years at the time of their appointment
- Our trustee board is required to take into consideration the views expressed at meetings of the consultative group, when making decisions.

Responsibilities

If you're passionate about having your views heard and making a difference, then this could be the role for you! As a member of the Girlguiding Scotland consultative group, you'll have the opportunity to contribute your views and experiences to help us develop and deliver work at Girlguiding Scotland, particularly the work of our trustee board. You'll help to make a difference to the lives of thousands of girls.

The practicalities

- The consultative group is required to meet at least once per year and must be convened when particular issues arise, as defined in our constitution.
- The group usually meets 3 or 4 times per year, usually with one of these being a face-to-face meeting (at a weekend) and the others held online (on weekday evenings).
- Expenses for travel & subsistence may be claimed. We can provide the resources that you need to undertake this role.
- You will need to set aside time to prepare for meetings by reviewing papers and carrying out further research as requested.

- Our consultative group appointed member roles are for a period of 3 years; however, we can offer flexibility around the length of term – we realise that some people may not wish to commit to joining the group for a period of 3 years. There may be the possibility of an extension to the term for up to 2 years.

Reporting and accountability

You will report to the Scottish chief commissioner and work closely with other group members. You will also interact with the staff team.

Induction, training and support

- All of our volunteers are given an in-depth induction to the work of the organisation and introductions to other volunteers and staff members. Participation in the induction programme is a necessary part of taking on this role.
- Training will be provided to ensure that all volunteers are able to fulfil their roles and responsibilities.
- We will continue to provide support and development opportunities throughout your time in the role.

Principles of working together

Underpinning the ways of working together is the principle that all people and groups in Girlguiding are part of one team. This means that:

- We are inclusive – we work together to create an environment where everyone feels an equal sense of belonging and is free to be themselves – whoever they are and wherever they're from. We value and celebrate difference and represent the diversity of the communities we seek to serve.
- We're open and collaborative – we uphold the principle of co-production so that 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 put girls at the centre – 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 our 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.

Your profile

At Girlguiding Scotland, striving to be an inclusive and impactful organisation is at the heart of what we do. We recognise that being a great volunteer isn't just about the skills that you can bring to the table, but also the unique perspectives that come from your background and life experiences.

The key skills and attributes that we're looking for in our consultative group members are:

- Confidence to speak up and ensure your views are heard
- Capacity to be proactive in reviewing papers and considering views before meetings
- Excited to be part of shaping the future and ability to think of the bigger picture for the benefit of members and potential members across Scotland
- Able to work with others
- Committed to [our values](#)

We're for all girls and we want Girlguiding Scotland to be a safe and welcoming space for every person that wants to join us. Our volunteers should be as diverse as the girls that we support and inspire which is why we encourage applications from people of all backgrounds. In particular, we would welcome applications from people with disabilities and individuals from ethnic minority groups.

If you need support to help you apply, or need this information in a printed or other format, please let us know in advance so that we can ensure appropriate arrangements are made.

What you'll gain from this role

Being a member of the group brings opportunities to learn and develop your own skills, both personally and professionally, we've listed some of them below.

- **Knowledge and skills...** You'll participate in respectful debate and critical thinking, and share your opinions and experience for an important cause.
- **Influence...** You'll play an important role in representing the voices of our members when significant decisions are to be made and have the chance to influence decisions being made about Girlguiding Scotland.
- **Network...** Being a consultative group member gives you an opportunity to work with a wide range of other people, both volunteers and staff.
- **Governance...** You'll develop a good understanding of our governance structures at Girlguiding Scotland, and the importance of membership engagement in our governance processes.

How to apply

If you want to have an informal chat about the role, please get in touch with Erin John on erin@girlguiding-scot.org.uk who can arrange for you to speak with Alison McLaughlin, assistant Scottish chief commissioner or Denise Spence, chief executive.

Girlguiding Scotland values inclusivity, and so we welcome requests for support or reasonable adjustments during the recruitment process. If you need any support to complete your application, then please get in touch yourself or via a supporter on 0131 609 0203 or via email (above) to discuss how we can support you.

To apply please email erin@girlguiding-scot.org.uk with your full name, membership number, and the names and contact information for 2 referees. (Your referees should also be current members of guiding, one of whom should be from a level above you, for example your local or county commissioner.)

In addition to providing this information please also answer the 2 questions below.

Q1. Why are you interested in this role? (500 words max)

Q2. What knowledge, skills and experiences can you bring to the role? (500 words max)

Please include the role title (member of the consultative group) in the subject line of the email.

The deadline for applications is **Sunday 12 October 2025 at 11.59pm.**

Please note that as part of the recruitment process, we will look at your GO record to check role history, training, qualifications, and awards.

About Girlguiding Scotland

Girlguiding Scotland is the leading charity for girls and young women in Scotland. Thanks to the dedication and support of our amazing volunteers, we are active in every part of Scotland.

We show girls from 4 to 18 a world of possibilities big and small. One where every girl can laugh and learn and be herself.

Girlguiding is what each girl wants it to be. It might be the thrill of doing something for the first time. Songs around a campfire. The buzz of getting a new badge. Coming home exhausted and full of stories. It's a space where she can be herself, get creative, explore, and most of all have fun.

Our mission

Through fun, friendship, challenge and adventure we empower girls to find their voice, inspiring them to discover the best in themselves and to make a positive difference in their community.

Rainbows

Rainbows welcomes all girls from 4 to 7 years old coming together to play, learn and have tons of fun in a colourful, safe space.

Brownies

Brownies welcomes all girls from 7 to 10 years old for non-stop fun, learning and adventure.

Guides

Guides is a relaxed, welcoming space where girls can have fun, learn and be themselves with good friends from 10 to 14 years old.

Rangers

Rangers is a space where girls from 14 to 18 can get together to have fun, learn more, give back, hang out, and just be themselves.