

Camp CEO 2026

Camp CEO is an opportunity for girls and young women aged between 14 and 18 years old to engage with successful leaders and CEOs from across a range of industries and sectors.



Taking place over a long weekend in rural Perthshire, Rangers and young leaders will have the opportunity to participate in a variety of activities with industry leaders, predominantly women, to explore their interests and support them to prepare as they're beginning to think about their own professional development and careers.

CEOs and industry leaders will share their experiences and will facilitate workshops that'll provide participants with the opportunity to explore their interests and skills and consider what it might be like to work in their industry. Not everyone has followed the expected traditional path, and leaders will demonstrate their career pathways giving real-life insight.

As well as spending time with leaders, participants will have the opportunity to work together in groups to design a project or business idea that'll be pitched to a panel of CEOs, take part in outdoor activities, and relax.

To deliver Camp CEO, we need a team of volunteers to help us cover a range of roles. Volunteers will work alongside the lead volunteers before the event to help prepare and then carry out their role across the 4-day, 3-night event from 6 – 9 August 2026.

The roles we are looking to fill are:

- 2 house and wellbeing leaders
- 6-8 group leaders
- 2 first aiders

Time commitment

This project will require a commitment of approximately 9 months. You'll be expected to be at the event from 6 – 9 August 2026. We're also planning an in-person team briefing day on Sunday 7 December 2025 at the Girlguiding Scotland offices in Edinburgh and we require all team members to attend this day.

There'll be online meetings with the volunteer team in the run up to the event to confirm event roles and responsibilities. It's likely the project will be busier in the build-up to the event.

Skills and experience

Some of the skills and experience we're looking for are listed below, but different roles will need different skills, and you **don't** need to have all of these to apply:

- Organisation
- Adaptability
- Communication
- Collaboration
- Time management
- Teamwork
- Experience working with the Ranger age group (alternatively, Guides or young leaders)
- Relevant and valid first aid qualification
- Knowledge and experience of residentials and their processes
- It would be helpful if you have taken part in residential events larger than a unit holiday previously, but this is not essential

You'll also need to be an active member of Girlguiding Scotland, with an active PVG, safer guiding basics and safer guiding (or Safe Space up to level 3), up to and including the full duration of the event.

Tasks

The expected tasks will include, but are not limited to:

General tasks

- Attend the team briefing event on 7 December 2025
- Contribute to the delivery of the Camp CEO programme – this includes attending online pre-event meetings and preparing or delivering agreed activities
- Be present at and support the delivery of the event from 6–9 August 2026 in Perthshire
- Participate in the debrief and evaluation of the event

Specific Roles Required

Group leaders

- Pre event: participate in pre-event meetings to support refining the programme and prepare for agreed activities.
- Pre event: support the design, planning, preparation and co-ordination of agreed activities, including resourcing (full costs will be agreed and reimbursed).
- Support approximately 10 group members (14–18 year old participants) to actively participate throughout the event, especially being aware of participants

who are less engaged and offering encouragement and support to ensure they feel comfortable.

- Ensure your group know their schedule and are on time for activities throughout the event.
- On a rota basis, support event-wide activities, including taking a turn for evening activities throughout the event.
- Support groups to prepare for their 'Dragon's Den' pitch on the final day, as well as other group activities.
- Attending group leader meetings throughout the event, managing communication on activities with participants, and liaising with the house leads as needed.

First aiders

- Pre event: take responsibility for monitoring health forms and identifying any specific health needs of participants – this will be supported by staff and lead volunteers.
- Pre event: contribute to the risk assessment for the event with health-specific risks.
- Pre event: create or review any adjustment plans required.
- Manage medication for participants during the event.
- Manage first aid needs across the event, with support from other members of the team as required.
- Provide support to the house and wellbeing leaders to ensure the wellbeing of participants and leaders within your accommodation building.

A valid first aid qualification is required, as well as experience providing first aid at residential events.

House and wellbeing leaders

- Overall responsibility for the participants in your house including making sure an accurate list of who is in the building is kept in case of evacuation. The accommodation is split across 2 buildings (called houses) with communal areas and single bedrooms.
- Work with your fellow house and wellbeing leader to ensure there are consistent expectations of and experiences for participants regardless of their house.
- Create a house charter with the participants in your accommodation.
- Coordinate the house activities and timekeeping of participants, especially around meal and activity times. This includes supporting the delivery of evening or free time activities.
- Pastoral care of participants, liaising with the lead volunteers and first aiders as required.

- Attending coordination meetings throughout the event and managing communication between the event team and participants, including daily announcements.
- Supporting adult volunteers within the house, including helping with activities and supporting volunteer wellbeing.

We will aim to have a member of the lead team based in each building so there is always a source of support.

Cost and what's included?

There's no cost to be part of this event. Reasonable travel costs to and from the event will be covered, and accommodation and meals for the duration of the event will be provided. Any other expenses should be agreed with the lead volunteers and staff team in advance.

Applications

If you have any questions about this role, please contact Rachel Thomas on Rachel@girlguiding-scot.org.uk who will be able to put you in touch with the lead volunteers for an informal chat.

To apply for any of the roles listed above, please complete the [application form](#) by **midnight** on **Sunday 2 November 2025**.

Applications will be reviewed in the week beginning 3 November and we will contact county commissioners for references. We will look to hold informal chats in the week beginning 10 November.