

# Girlguiding Scotland

## Lead volunteer for financial compliance

### Role description and information



**Girlguiding**  
Scotland

[girlguidingscotland.org.uk](http://girlguidingscotland.org.uk)

# 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 40,000 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.

# 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 and national roles. Our mission at Girlguiding Scotland is to inspire and empower girls across Scotland and our volunteers are key to achieving this.

We're looking for a volunteer to join our county support team at Scottish level and take the lead on supporting counties with their responsibilities for ensuring units, districts and divisions are financially compliant. Girlguiding Scotland staff in the governance and compliance team would support you with this and it may also involve liaising with Girlguiding (UK). This role is open to current adult members of Girlguiding.

As the leading charity for girls and young women in Scotland, it is important to us that our governance structure includes people with different skills, knowledge and lived experiences, so that we have a broad range of opinions and everyone's contribution is valued.

We really encourage you to think about putting yourself forward for this exciting role, or if you know someone who would be great at this please encourage them to apply! 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 volunteer and all the benefits it might bring you personally and professionally, as well as the impact your contribution could have on the organisation.

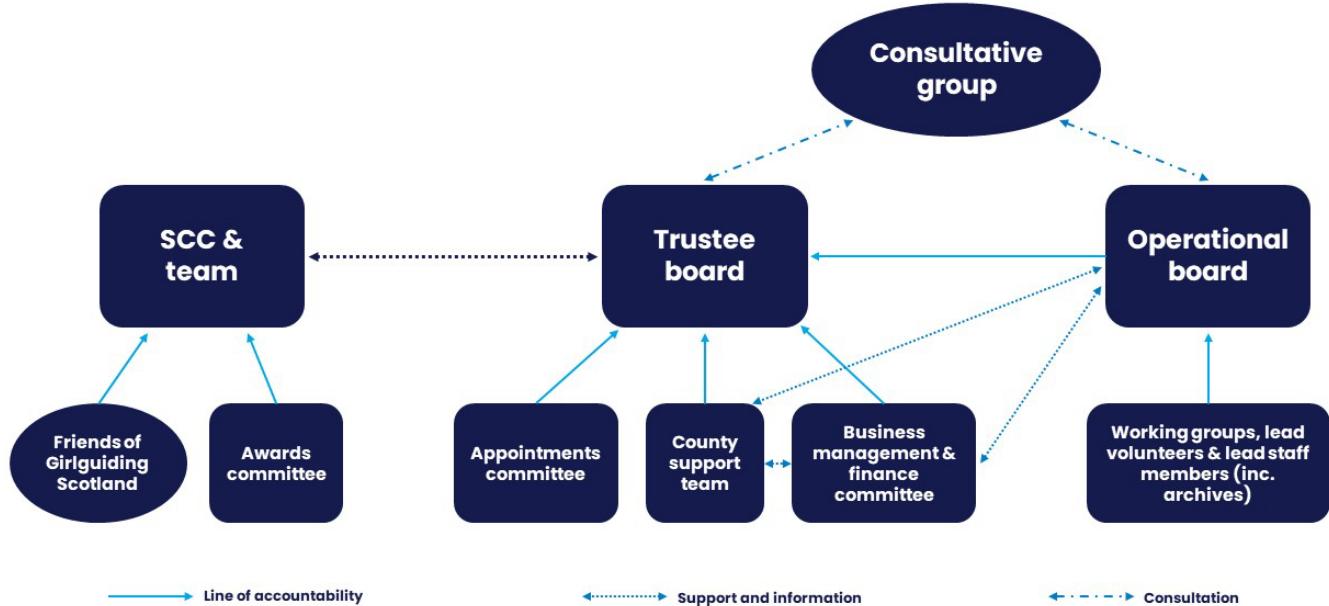
Best wishes,

**Lyndsay Strang**

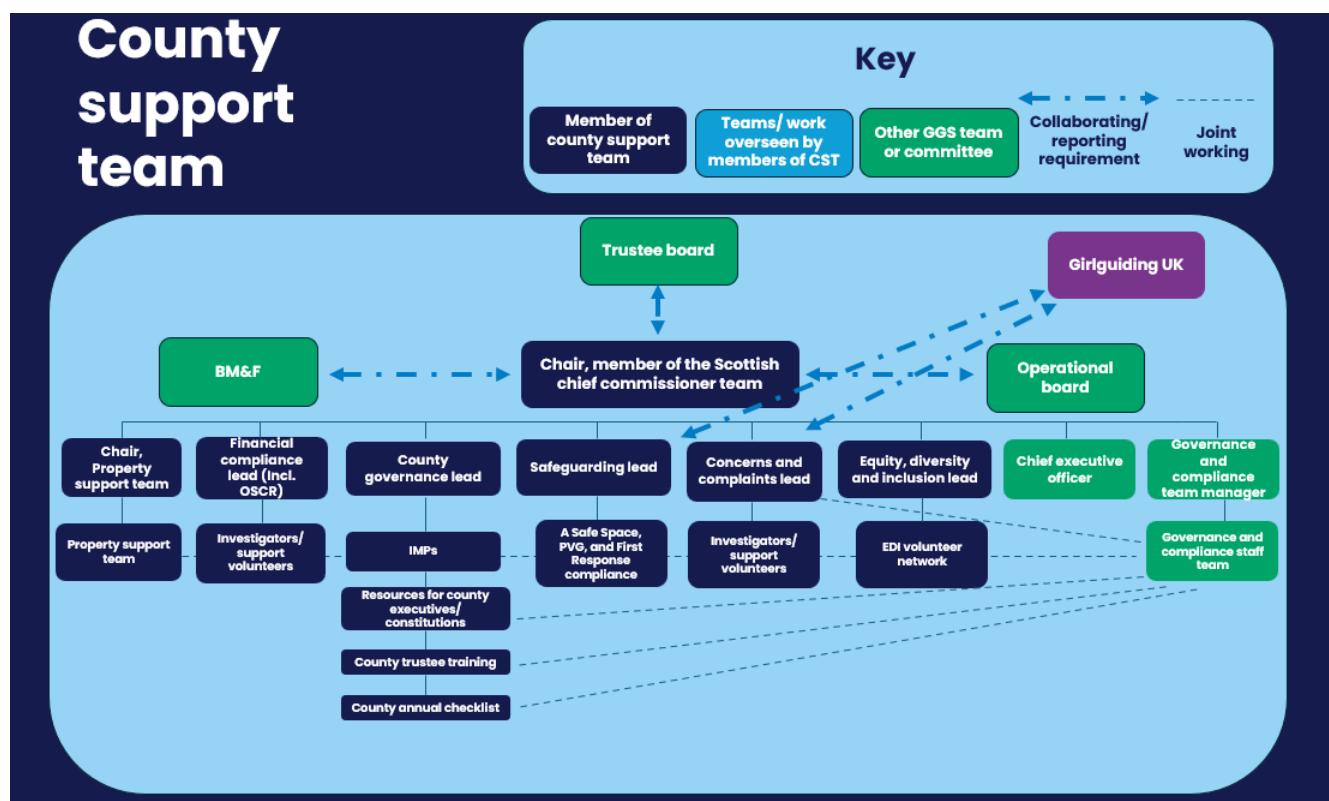
**Assistant Scottish Chief Commissioner and chair, county support team**

# Our governance structure

All groups guided by member interests through the membership engagement activities



## County support team structure



# The role

**As a member of the County support team the main purpose of the role is to help counties to support their units, districts and divisions to comply with the Girlguiding financial policy and with other relevant external regulation and legislation.**

## Responsibilities

- Champion compliance and good practice across Scotland in relation to financial compliance
- Work with the staff team to ensure that there is clear, up to date guidance available on the website for counties, divisions and districts and units
- Support each county to ensure it has a robust system in place for the effective checking of all accounts in line with Girlguiding policy
- Work with the staff team to oversee the rates of compliance for all Girlguiding levels, including those registered as charities and provide support to counties so they can address any issues that are identified
- Act as the main volunteer contact for specific concerns raised relating to finance, assisting local areas to resolve their own cases
- Work with staff to ensure that all concerns and queries raised are recorded and follow Girlguiding protocols for casework
- Work with the Scottish volunteer training team to ensure there is training on offer for units, districts, divisions, and counties on budgeting and fundraising as well as good practice in managing accounts
- Work in partnership with the finance manager to facilitate an informal network of county treasurers / lead volunteers for finance, meeting online 4 times a year.
- Attend and contribute to meetings of the Girlguiding Scotland county support team, usually held online 4 times a year

## Induction, training and support

All of our volunteers are given an in-depth induction to the work of Girlguiding Scotland and to their role. You will be supported to gain more knowledge of Girlguiding's financial policies and procedures.

The role will work with staff in the governance and finance teams.

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’re open and collaborative. 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. We focus on how we can best use our collective resources to deliver what girls tell us they want and need.

## Your profile

We recognise that being a great volunteer isn’t just about the skills that you can bring to the table, but also the unique perspective that comes from your background and life experiences.

The key skills and attributes that we’re looking for in this role are:

- An ability to motivate others about the importance of financial compliance
- Competence in being able to assist local areas with cases of non-compliance with sensitivity and diplomacy
- Confidence and understanding of matters related to finance and an open approach to seeking further advice and support for specialist queries
- The capacity to proactively build relationships with staff and volunteers, staying in touch to get things done between meetings – this may involve liaising with Girlguiding and /or other Scottish committees and groups.
- Motivation to be part of the national team striving to provide support to all Scottish counties, helping them strengthen their effective management of local guiding
- An ability to think of the bigger picture for the benefit of members and potential members across Scotland
- Being approachable and open minded, and able to work with others
- Committed to [our values](#)
- Effective communication skills, both verbal and written

- An ability to sustain engagement with individual cases over an extended period of time
- Current active membership of Girlguiding, with no restrictions on your role

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

## How to apply

If you would like to have an informal chat, please get in touch with Cat Campbell by emailing [cat@girlguiding-scot.org.uk](mailto:cat@girlguiding-scot.org.uk), who can arrange for you to speak with Lyndsay Strang (assistant chief commissioner, and chair of the county support team) and/or Denise Spence (CEO).

### To apply

Please email the governance and compliance team on [governance@girlguiding-scot.org.uk](mailto:governance@girlguiding-scot.org.uk) with your full name, membership number, and the names and contact information for two referees. At least one should be a member of Girlguiding, preferably someone with county level experience.

In addition to providing this information please also answer the two 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 (Lead volunteer for financial compliance) in the subject line of the email.

The deadline for applications is **15 February 2026**.

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

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 with Cat Campbell, governance and compliance manager, on 0131 609 0203 to discuss how we can support you.