

Girlguiding Scotland

Co-lead volunteer for Speak Out

Role description and information



Girlguiding
Scotland

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 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 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'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 co-lead volunteer for Speak Out 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,

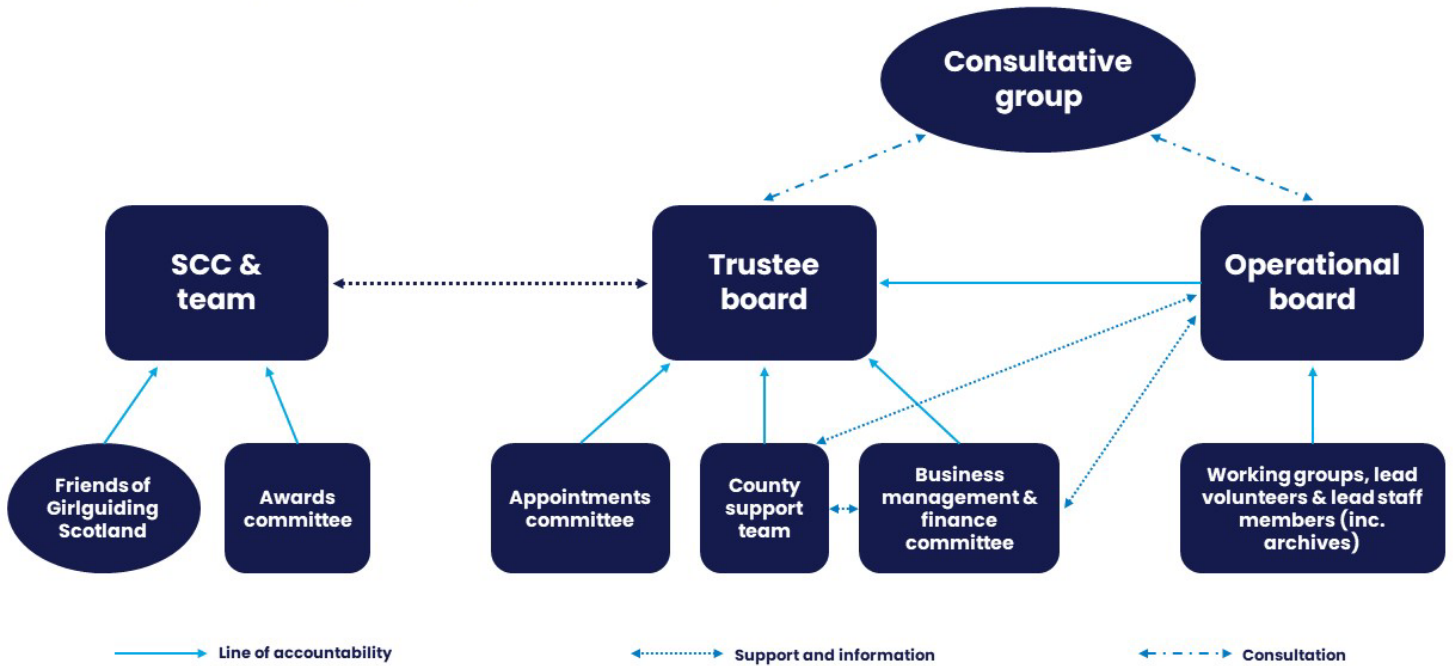


Elaine Rough

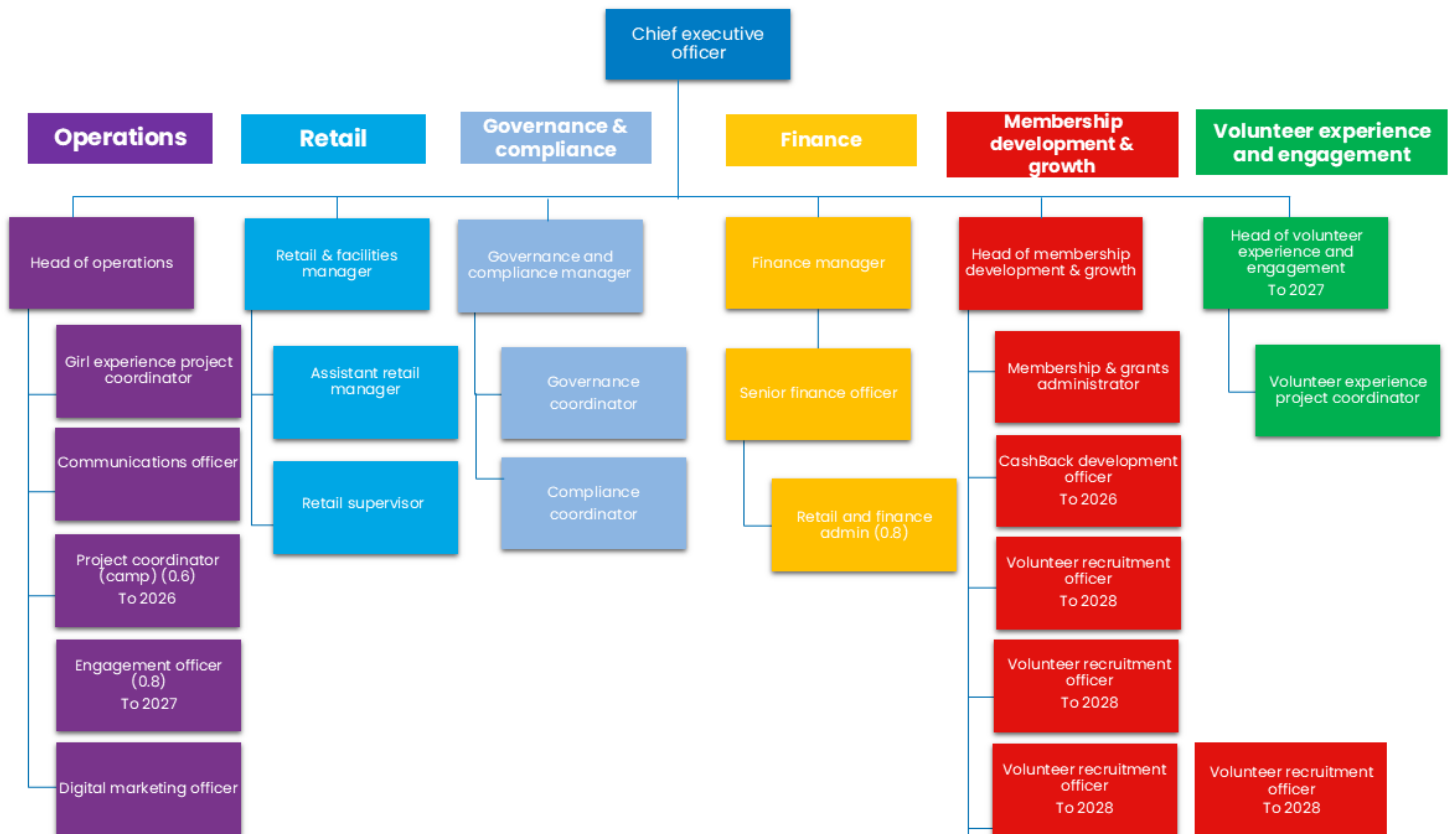
Scottish Chief Commissioner

Our governance structure

All groups guided by member interests through the membership engagement activities



Our staff structure



The role

Would you enjoy working with young people to make Scotland a better place? Are you passionate about making sure our members' voices are heard by decision makers? Are you keen to shape the next generation of campaigners?

As our co-lead volunteer for Speak Out, you will play a key role in delivering our Speak Out programme. Speak Out is Girlguiding Scotland's youth advocacy panel, they lead and shape our advocacy strategy. Their training and development programme is designed to give girls the skills and experiences to be able to take action on issues that matter most to them. Through a series of residential, day and online events speak out champions will be upskilled and supported to make change on issues that matter to them.

In this role, you will lead the design and development of the next phase of the Speak Out programme, building on its strong track record of success. This will include working with young people, volunteers, and staff to shape an engaging, impactful model for the future. Subject to approval by the operational board, you will then co-lead the delivery of the programme, ensuring it continues to empower young people and drive meaningful change.

This is a co-lead role, and you will be working in partnership with another volunteer, supported by staff and a volunteer line manager. You are welcome to apply on your own, or as a team of 2 people.

The purpose of the role

Work with the lead volunteer for girl voice to:

- Lead the co-design and development of the next phase of the Speak Out programme, building on its success and incorporating learning from previous delivery, in partnership with young people, volunteers and staff.
- Gather insights and feedback from Speak Out champions and wider members to inform the future design of the programme.
- Prepare recommendations and plans for the next phase of Speak Out for consideration and approval by the operational board.
- Gather and review feedback to contribute to programme evaluation.

Support the Speak Out champions to:

- Attend Speak Out champions meetings, including training, planning meetings, and social sessions, online and in person, including residential

events.

- Return consent forms and expense claim forms in a timely manner.
- Share and discuss feedback to contribute to programme and campaign evaluations.
- Support their safety and wellbeing throughout their time as a champion.
- Follow all Safeguarding procedures.

Support Girlguiding Scotland staff to:

- Complete and submit the relevant paperwork for each event (REN, risk assessment, etc)
- Coordinate event logistics, including agenda, travel and accommodation, and health and wellbeing processes, in line with Girlguiding processes and agreed budget.

Take the lead on the following, supported by Girlguiding Scotland staff:

- Subject to operational board approval, co-lead the delivery of the next iteration of the Speak Out programme.
- Support Speak Out champions to consult with Girlguiding Scotland members to better inform their work.
- Plan, deliver and evaluate a programme of work focused on girl-led change-making, designed and led by the Speak Out champions.
- Plan and deliver workshops on a range of issues at monthly online meetings and at residential.

Skills and experience needed for the role

- Be enthusiastic about the importance of youth engagement and advocacy
- Be able to communicate with various volunteers and staff teams
- Be able to work as part of a team
- To be open, approachable and supportive towards the needs of local teams
- Be able to handle difficult conversations with tact and empathy
- Be able to understand the needs of different young people

- Have or be working towards your going away with qualification

Induction, training, and support

- All volunteers are given an in-depth induction into their role
- This role will receive ongoing staff support from the engagement officer and volunteer line manager support from the lead volunteer for girl voice
- Expenses for travel & subsistence may be claimed for any costs required to complete your role
- This is initially offered for 6 months (June – December 2026) with the assumption of extension by 2 years (January 2026 – December 2028) should operational board approve the project.

As part of this role, you will need to:

The time commitment for this role will vary depending on the stage of the programme. During the development and design phase, there may be periods of more intensive input to shape the next iteration of Speak Out. Once approved, the role will move into a more consistent delivery pattern. On average, this role will require approximately 5–7 hours per month across the year.

- Contribute to the design and development of the next phase of the Speak Out programme, including planning, consultation and review activity, 1-2 hours per week during design and development phase.
- Plan and deliver a monthly call with Speak Out champions, 2 hours per month.
- Attend quarterly 1:1 with Lead Volunteer for Girl Voice, 0.5 hours per quarter.
- Attend quarterly girl voice team meeting, 1 hour per quarter.
- Plan and deliver quarterly single day or residential weekends for the Speak Out champions, 3–4 weekends per year, plus approximately 4 hours of prep/debrief time per event (subject to operational board approval of the programme).
- Support the engagement officer with Speak Out work in between meetings, such as supporting champions to take up campaigning opportunities, approximately 2 hours per month.

- Attend other ad hoc meetings that require your attendance.

How to apply for this role:

If you are interested in applying for the role, please send your full name, membership number, the details for 2 referees and the answers to the following questions to emily@girlguiding-scot.org.uk.

Q1. Why are you interested in this role? (300 words max)

Q2. What skills and experiences do you have to offer, what makes you a good fit? (500 words max)

If you have any questions about this role or need help to apply, please contact Katie Horsburgh, our lead volunteer for girl voice, on katie@girlguiding-scot.org.uk. **Applications from across Scotland are welcomed and the closing date is 11.59pm Sunday 10 May 2026.**