

VOLUNTEER ROLE DESCRIPTION | Chief Leader

This is a Senior Leadership team role. The Senior Leadership team oversees and supports the expedition party and is based at Base Camp throughout the expedition.

A "Fire" is what British Exploring Society call a team of approx. 10-12 Young People and 2-3 Leaders, each programme consists of up to 6 Fires and the Base Camp team.

Overview

British Exploring Society requires a high calibre of Leaders for all programmes. A leadership team which is diverse, able and committed has proven benefits; transferring skills, knowledge and positive attitudes to all participants on a youth development programme.

The Chief Leader role is key to the overall success of a programme. As the most senior member of our Field Leadership teams, the Chief Leader trains and manages the rest of the leadership team and takes an active role throughout the development. From planning to review and evaluation, through training, direct field leadership and leader management they are crucial components in the educational experience, the success of the leader team and the safety of the programme.

British Exploring Society Chief Leaders are critical to everything we do, and to everything we believe in. They manage large teams of up to 25 other expedition leaders and up to 60 young people, who are often remote from Basecamp. They direct and deliver complex operations, inspire teams and are responsible for often large groups of young people for long periods of time in remote wilderness areas across the globe.

You could be a Chief Leader with British Exploring Society if:

- You have a robust and extensive background in leadership, expeditions and people management.
- You can effectively convey your knowledge and enthusiasm to support and foster the skills of your leader team.
- You are an inspiring and motivational leader.
- Your values and ethics matter to you – as will those of the people you want to work with and the organisations you give your time to.
- You are exceptional resilient, adaptable and willing to collaborate with people who you may not always agree with.
- You are an expert* in your field.

*When we say '**expert**' we mean someone who has an organised body of knowledge that is deep and contextualised and is normally built up over an extended period. Someone who can retrieve and apply knowledge to new problems and to notice new patterns of information in a novel situation.

Responsibilities during the delivery cycle

* Essential elements

Reconnaissance

(A reconnaissance takes place once to set-up a new location, this is not essential if an expedition has been delivered in the same location in the last 3 years. Therefore, not every Chief Leader will take part in a reconnaissance.)

- From the conception of the programme the Chief Leader works closely with the Expeditions and Programmes Team to develop and shape a deliverable programme from the original concept or model.
- Where possible, the Chief Leader will attend or help design the reconnaissance phase if it is a new destination, and to contribute to the reconnaissance report/programme proposal. This gives the Chief Leader a high level of ownership of the project, knowledge of the destination and of the activities which can take place.
- The reconnaissance provides initial scope for logistics and transport, contact with third party providers and a clear framework for the achievement of British Exploring Society's goals.

Development*

- During the development phase Chief Leaders will work closely with the Expeditions and Programmes Team and have critical input into leader placements, designing risk-benefit assessments and associated control measures, planning and delivering training, working up logistical plans and liaising with their Leader team.
- The Chief Leader will also liaise with on the ground/in-country agents to develop plans and ensure adequate resource/support is in place.

Expedition*

- On programme the Chief Leader ensures that the plan is executed, making any necessary additional decisions, dealing with issues with Leaders or young people, managing logistics, safety, communications and liaison with the British Exploring Society office team.
- The Chief Leader ensures that up to 60 young people and 25 Leaders collaborate positively, achieve aims and objectives as far as is practicable and safely return home.
- The Chief Leader is often located at Base Camp, providing remote support to multiple teams at remote locations alongside their Senior Leadership Team.

Reporting and Debrief*

- On return the Chief Leader will ensure that the programme is reported properly and accurately and that lessons learned are captured and reviewed, to be able to give British Exploring Society a clear account of what happened and what could be changed or improved.
- Chief Leaders also design and deliver content for their team at their debriefing event and celebrations, designed to help young people reflect on their experiences and set goals for the future.
- We may also ask you to contribute a written piece to present in our annual reporting.

Person Specification

Essential Skills	Assessed in Your...
Extensive experience of creating and leading teams, setting the tone for a working environment and creating a culture and ethos to drive a project.	Leader Profile & Interview
Senior management experience and a proven ability to support, direct, lead, manage and delegate effectively to complex, multidisciplinary staff teams.	Leader Profile & Interview
Technical aptitude and skills in a range of areas, specifically pertinent to the proposed expedition activity.	Leader Profile & Interview
Extensive experience of working with young people in outdoor settings and supporting youth development objectives.	Leader Profile & Interview
Experience of safeguarding, pastoral care and behavioural management with young people.	Leader Profile & Interview
Experience of managing safety, writing and implementing risk assessments and managing incidents.	Leader Profile & Interview
An understanding and experience of managing teams and projects at remote location	Leader Profile & Interview
An ability to problem-solve creatively, and to work with people in an adaptable and flexible way: to have adaptive expertise.	Leader Profile & Interview
Self-awareness – a deep awareness of one’s strengths, values and motives which supports realism and thoughtfulness.	Leader Profile & Interview
Social Awareness – empathy, group awareness and the ability and desire to work to meet the needs of the wider group. Empathy will tend to facilitate approachability, listening and response skills, and the support of talent in others.	Leader Profile & Interview
Aptitude in Relationship management – the ability to influence others, manage change and challenge, build teams and foster teamwork and produce desired outcomes.	Leader Profile & Interview

Safer Recruitment Requirements

British Exploring Society is committed to creating a safe environment where young people can thrive. To ensure this, all our volunteers complete an onboarding process that confirms they have the right experience, checks, and training in place before working with young people.

For this role, you will need to complete:

- **DBS check**, including an international check if you have lived outside the UK for longer than 3 months in the past 5 years.
- **Two recent references**, one of which must be a professional reference.
- **2-day British Exploring Society Leader Induction** (online). This includes safeguarding and emergency procedure training.
- **2-day British Exploring Society Leader Training** (in person). This is programme-specific training covering a range of expedition and group management skills led by professionals in your programme team.
- British Exploring Society **Standard Operating Procedures test**.
- **Mental Health First Aid** online training module provided free by British Exploring Society.
- **16 hour Outdoor First Aid** course expensable to British Exploring Society up to the value of £200. You are exempt from this requirement if you can evidence equivalent training.
- **Supporting You:** our medical and social support screening form.
- **Overseas Expeditions only:** passport checks and any required vaccinations.
- Any additional onboarding tasks as identified by British Exploring Society staff.

How to apply

We recruit volunteers on a rolling basis. Once you have expressed an interest, you will be invited to complete an application which will be reviewed and if successful, you will be invited to attend an online group half-day assessment.

1. [Express an interest](#)
2. Complete an application.
3. Attend an online group assessment day.
4. Complete an interview with a member of the office team and CEO.