

VOLUNTEER ROLE DESCRIPTION | Knowledge Leader

This is a Fire Leader role. A Fire is what British Exploring Society call a team of 8-12 Young People and 2-3 Leaders.

Adventure and Expedition parties usually consist of 4-6 Fires and a Base Camp team led by the Chief Leader.

Overview

In partnership with a second and possibly third Leader, Social Leaders co-lead a Fire of 8-12 young people.

The Knowledge Leader role is to facilitate learning through science and creativity to develop young people's curiosity about the world and understand the wilderness they explore.

Knowledge Leaders design and execute learning programme for the expeditions, collaborate on Knowledge Projects, and ensure balanced learning alongside the personal development and adventure components of an expedition.

Senior Social Leaders

A Senior Knowledge Leader takes overall responsibility for all learning activities of an entire Adventure or Expedition programme, including the developing the overall Knowledge plan, selection of Knowledge Projects and communication and collaboration with Knowledge Leaders.

A Senior Knowledge Leader will lead on Knowledge sessions at Leader/Young People training events, liaise with British Exploring Society and work with their Chief Leader to identify and source any equipment required. After a programme, the Senior Knowledge Leader compiles and edits a Knowledge Report in collaboration with other Knowledge Leaders.

Responsibilities

Before an Adventure or Expedition Programme

- Attend all Leader training events and do all safer recruitment onboarding tasks (see below for details). **Training is specific to each programme and is mandatory for all Leaders.**
- **Adventure Weeks and Expeditions only:** Contribute to planning, risk assessments, activity-specific guidelines and any other such documents as directed by British Exploring Society and/or the Chief Leader.
- **Adventure Weeks and Expeditions only:** Review British Exploring Society Knowledge Projects and, where necessary, liaise with the Senior Knowledge Leader to contribute standardised Knowledge Projects for approval and addition to the Knowledge Project bank.

- **Adventure Weeks and Expeditions only:** In liaison with the Senior Knowledge Leader and other Leaders, plan a programme of diverse knowledge activities, to complement the selected Knowledge Project(s) and ensure a broad range of learning.
- **Adventure Weeks and Expeditions only:** Work with the Senior Knowledge Leader to submit knowledge proposals, including requests for any additional necessary materials, within the specified budget.
- **Adventure Weeks and Expeditions only:** Liaise with British Exploring Society to identify media content objectives to support wider organisational projects and marketing activities.
- **Expeditions only:** Facilitate conversations with Young Explorers to inform the selection of Knowledge Project(s) according to Young Explorers' interests.
- **Expeditions only:** Provide an initial assessment of Young Explorer engagement with Knowledge Projects.
- **Expeditions only:** Work with the Senior Knowledge Leader to produce local knowledge guides, highlighting local Flora, Fauna, Culture, Geology, etc..

On an Adventure or Expedition Programme

- All responsibilities pertaining to the safety, wellbeing and development of your Fire in the field are shared with all other Fire Leaders.
- Assume responsibility for the delivery of Knowledge Projects.
- Carry out the planned adventurous and knowledge programme, facilitating learning opportunities for all Young Explorers.
- Promote a supportive atmosphere, particularly in relation to knowledge, and encourage the sharing of peer knowledge and skills where appropriate.
- Record impact measures of Young Explorer engagement with knowledge and curiosity of the wider world, including witness statements.

All responsibilities relating to the safety, wellbeing and development of young people in your Fire are shared equally with the other Fire Leaders. These responsibilities include:

- Facilitate one-to-one and team reflections and reviews with the Young Explorers in your group, to support individual goal setting and personal development.
- Carry out Adventure, Knowledge and Personal Development activities and facilitate learning opportunities for all young people in your Fire.
- Inspire participants to engage fully in activities to support the aims and purpose of British Exploring Society and UK Adventures or Expedition.
- Provide behaviour management, pastoral care and support for Young Explorers within your group.
- Produce and facilitate the creation of media content according to prior agreement with British Exploring Society.

After Your Adventure or Expedition

- **Adventure Weeks and Expeditions only:** Contribute to the post-expedition report (PXR) and Expedition feedback as directed by British Exploring Society, Chief Leader and/or Senior Knowledge Leader. Including providing a final assessment of Young Explorer engagement with knowledge and curiosity of the wider world.
- **Adventure Weeks and Expeditions only:** Where relevant and appropriate, assist in providing follow-up for projects.
- **Expedition only:** Attend the Expedition debrief event. This is usually a single day event held in London approximately 2 months after your return from Expedition. The day usually consists of various debriefing activities with your Fire and Expedition, followed by an evening celebration.

Person Specification

Essential Skills	Assessed in Your...
An interest in youth development and experience of facilitating learning with young people ¹	Leader Profile & Interview
Expertise in a relevant field (e.g. science, creative, media), and the ability to facilitate learning in this field to young people	Leader Profile & Interview
Flexibility to plan and execute a diverse knowledge programme, covering a broad range of familiar and unfamiliar topics, including delivery of a Knowledge Project selected by Young Explorers	Interview
High levels of integrity, and a strong / flexible team player – able to collaborate with other Leaders to ensure the delivery of a successful expedition, including knowledge outcomes	Interview
Excellent interpersonal and communication skills	Interview
Strong leadership skills and the ability to inspire others, particularly inspiring a diverse cohort of young people to engage in learning	Leader Profile & Interview
The ability to deal with conflict and overcome challenges	Interview
An enthusiasm for science, media and the arts, and the ability to convey this to young people	Interview
Multi-night, experience in outdoor or remote/self-supporting environment (<i>Desired</i>)	Leader Profile & Interview

¹ We work with a wide range of young people including those with special educational needs, low aspirations, emotional and behavioural difficulties or specific developmental or support needs.

Experience of managing groups, and/or facilitating learning in outdoor or remote/harsh environments (<i>Desired</i>)	Leader Profile & Interview
Adventure Week and Expedition Only: Recognised 16-hour adventure/wilderness First Aid Qualification. (<i>Provided free of charge by British Exploring Society if required</i>)	Leader Profile

Personal Attributes

Core Value	How Core Values appear as a characteristic, behaviour or competency
Courage	Tackles new tasks, can embrace difficult decision-making and conversations, and supports other to do the same.
Self-belief	Is resilient, responds well to knock backs, likes opportunities to learn from mistakes.
Challenge	Has a can-do attitude, gets hands on as needed, quickly learns from setbacks and adapts behaviour to drive success.
Community	Is an authentic, mature communicator who values a wide range of stakeholders equally.

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.

Building an inclusive community of Leaders

British Exploring Society is committed to building an executive and volunteer team that together represent a diverse variety of backgrounds, skills, and perspectives on the world. The more inclusive we are, the better we think we'll be at delivering our charitable aims.

Our focus is on supporting those most disadvantaged in childhood and adolescence. To deliver our charitable aims, and secure our future, our actions and behaviours must support our commitment to welcoming young people, volunteers and team members from backgrounds and life experiences which reflect our aims and the changing dynamics of contemporary life. We are making good progress providing access and programmes which work for young people from right across society, but we urgently need to diversify our staff and volunteer teams. We actively seek the energy, wisdom, and challenge of those who represent the life experiences of the young people we serve, and who can increase our effectiveness as a team.

How to apply

We recruit volunteers on a rolling basis, throughout the year.

STEP 1: [Express interest in leading with British Exploring Society](#).

STEP 2: Complete your Leader Profile application and attend a 90-minute Introductory Webinar.

STEP 3: Our Expeditions team will review your Leader Profile and, if you meet our criteria, you will be invited to book a 30-minute interview.

STEP 4: If successful at interview, you will become a British Exploring Society Approved Leader, ready to apply to join our expeditions.