

## VOLUNTEER ROLE DESCRIPTION | Social 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.**

**Senior Social Leaders are usually stationed at Base Camp and visit Fires where necessary.**

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 Social Leader role is to ensure that all young people can develop and thrive on our programmes. As a Social Leader, you will provide pastoral care to the Young People in your Fire and support the other Leaders with managing difficult behaviour.

Social Leaders will have demonstrable experience of working with young people in residential environments.

### Senior Social Leaders

Senior Social Leaders take overall responsibility for pastoral care and behavioural management concerns on their programme, across all Fires.

Senior Social Leaders lead training for Leaders and young people on specific support needs and offer support to Social Leaders throughout the programme. They screen referral forms and any additional information regarding the support needs of young people before their Adventure or Expedition. Senior Social Leaders also complete the Social post-expedition report.

### Responsibilities

#### Before your Adventure or Expedition

- 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.**
- Screen referral forms regarding the support needs of young people on your programme, as directed by the Senior Social Leader or British Exploring Society staff.
- If needed: help create and deliver training for Leaders and young people on any additional support required by participants in your programme, as directed by the Senior Social Leader or British Exploring Society staff.

#### During your Adventure or Expedition

**You will take the lead on activities that relate directly to your expertise as a Social Leader. These responsibilities include:**

- Ensure the creation of an inclusive and supportive environment that welcomes all young people regardless of their background.
- Support personal development and group cohesion through the delivery of icebreakers, games and activities, reflections and reviews.
- Take lead responsibility for the pastoral care of your Fire. This includes supporting young people who may have extra needs, such as special educational needs (SEND), emotional difficulties, or behavioural challenges.
- Take lead responsibility for the delivery of personal development activities in your Fire, supporting other Leaders where necessary.
- Take lead responsibility for ensuring every young person has the opportunity to complete British Exploring Society's Adventure Compass.

The British Exploring Society Adventure Compass works in a holistic way and looks at 3 critical measures – Skills, Curiosity, Well-being. These measures are reassessed several times, by each young person, during their time with us. The Adventure Compass facilitates reflective conversations between young people and Leaders, generates reliable data giving us research-backed insights in mental wellbeing and personal development, and measures real change that helps us understand what's working well and where we can make changes for the better.

**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:**

- Regard it as a priority to ensure the safety of every member of the programme at all times.
- Carry out Adventure, Knowledge and Personal Development activities and facilitate learning opportunities for all young people in your Fire.
- Inspire young people to fully engage in these activities to support the aims of the programme and the mission of British Exploring Society.
- Facilitate one-to-one and team reflections with the young people in your Fire to support individual goal setting and personal development.
- Encourage positive behaviour and provide pastoral care and support to young people when required.

**After your Adventure or Expedition**

- Contribute to the post-expedition report (PXR) and programme feedback as directed by British Exploring Society and/or Chief Leader.

- Help provide follow-up information and support for partners and key workers where required and as directed by British Exploring Society.
- **Expedition Only:** Attend the Expedition debrief event. This is usually a single day event held in London a few 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 & Experience	Assessed In Your...
Experience of supporting young people in residential environments	Leader Profile & Interview
An interest in youth development and experience of working with disadvantaged groups or young people facing challenges. <sup>1</sup>	Leader Profile & Interview
Experience of designing and delivering activities, workshops and informal learning to young people	Leader Profile & Interview
High levels of integrity and sound judgement	Interview
A strong and flexible team player	Interview
Excellent interpersonal and communication skills	Interview
Strong leadership skills and the ability to inspire others	Leader Profile & Interview
The ability to deal with conflict and overcome challenges	Interview
An enthusiasm for expeditions and the ability to convey this to our young people	Interview
Experience of working with young people on both a one-to-one and group basis.	Leader Profile & Interview
Desirable Skills & Experience	Assessed In Your...
Experience of managing groups in outdoor or remote/harsh environments	Leader Profile & Interview
Recognised 16-hour adventure/wilderness First Aid Qualification (Provided free of charge by British Exploring Society if required)	Leader Profile

<sup>1</sup> 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.

## Personal Attributes

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