

Role Title: District Cub Scout Programme Lead

Section: Cubs (ages 8–10½)

Level: District

Reports to: District Lead Volunteers / District Programme Lead

Works with: Group Lead Volunteers, Cub Section Team Leads, Cub Section Team Members, District Team, County Programme Team

Role Purpose

To support, develop, and enhance the quality and consistency of the Cub Scout programme across the district, ensuring all young people experience a fun, safe, inclusive, challenging, and adventurous programme aligned with national guidance.

Key Responsibilities

1. Programme Support & Development

- Promote and support the delivery of a balanced, high-quality Cub Scout programme across all groups.
- Share best practice, ideas, and resources with Cub Scout Section Teams.
- Encourage youth-shaped and youth-led activities, appropriate to the Cub Scout age range.
- Support Cub Team Leaders and Team Members in delivering a varied programme that promotes challenge, adventure, skill development, and achievement through badges and awards.
- Encourage participation in outdoor learning, community engagement, and adventure activities.

2. Leader Support & Engagement

- Act as the main point of contact for Cub Section Teams within the district.
- Build positive relationships with section teams and provide ongoing encouragement, guidance, and support.
- Facilitate regular meetings, networking opportunities, and programme-sharing sessions for Cub Section Teams.

- Support the recruitment, onboarding, development, and retention of adult volunteers.

3. Events & Activities

- Coordinate and/or support district-level Beaver Scout events, camps, competitions, activities, and adventure days.
- Ensure events are inclusive, engaging, and aligned with programme objectives.
- Work collaboratively with other section leads for joint activities and transition opportunities (between sections) where appropriate.
- Encourage participation in county, regional, and national opportunities available to Cub Scouts.

4. Communication

- Maintain effective communication with Cub Scout Section Teams across the district.
- Share relevant updates, programme resources, and opportunities from district, county, and national levels.
- Promote collaboration and the sharing of good practice between groups.

5. Inclusion & Growth

- Champion inclusive practices, ensuring all young people can participate fully and achieve their potential.
- Support strategies to strengthen and grow Cub Scout sections throughout the district.
- Encourage welcoming, diverse, and supportive environments that reflect the communities we serve.

Training & Support

- Full training provided in line with organisational requirements.
- Ongoing support from the District Lead Volunteer, and the District Team.
- Flexible-to-need support and ideas from the District Programme Lead.
- Access to programme resources, and leadership development opportunities.

Measures of Success

- Improved consistency and quality of Cub Scout programmes across the district.
- Increased participation in adventurous activities, camps, and awards.
- Positive feedback from volunteers, young people, and parents/carers.
- Increased engagement, development, and retention of Cub Scout volunteers.
- Successful delivery of District Cub Scout events and activities.
- Growth, inclusivity, and sustainability within Cub Scout sections.

Term of Role

Typically, 3 years (subject to local policy and review).

Summary

The District Cub Scout Programme Lead plays a vital role in supporting leaders and shaping the Cub Scout experience across the district. By helping to deliver, exciting, challenging, and inclusive programmes, the role ensures young people develop skills for life, build confidence, and enjoy a strong sense of belonging within Scouting.