

	Gasóga na hÉireann / Scouting Ireland			
	No. PSD-TOR-P05	Issued September 2026	Amended	Next Review Date August 2029
	Category: Programme Services Department – Open Call			
	Terms of Reference – Mountain Pursuit Challenge (MPC) Team Lead			

Related Documents

Revision Schedule		
Revision	Date	Description
1	September 2026	Initial Release

⚠ ADULT VOLUNTEER ROLE — Open to persons aged 18+ only. All appointees must hold valid Garda Vetting / Access NI clearance per Scouting Ireland's Child Safeguarding Policy.

Role Overview

The purpose of this role is to lead, coordinate and support the planning, delivery and continuous development of the Mountain Pursuit Challenge (MPC) programme, ensuring the safe, effective and high-quality delivery of all MPC events. The Team Lead provides leadership to the MPC team, oversees event planning and operations, and works collaboratively with volunteers, support staff and stakeholders to ensure a challenging, rewarding and safe experience for all participants.

The Team Lead is responsible for ensuring events are delivered in accordance with Scouting Ireland policies, procedures and best practice.

The Team Lead will oversee event planning, budgeting, risk management, health and safety compliance, volunteer coordination and post-event review processes

Accountability & Support

The MPC Team Lead is accountable to and supported by both the National Scout Section Team Lead and the National Events Team Lead.

The role holder will be supported through regular communication, guidance, feedback, and access to relevant training and development opportunities.

The role holder works closely with the National Programme Team, Scout Section Team, staff, volunteers, to ensure the successful planning and delivery of the MPC.

About the Event

The Mountain Pursuit Challenge (MPC) is a challenging outdoor adventure event designed for members of the Scout Section. Held in remote mountain and hillwalking locations across Ireland, the event provides participants with the opportunity to develop teamwork, navigation, leadership, self-reliance, and outdoor skills in a safe and supportive environment. The challenge combines expedition-style activities with practical problem-solving and encourages Scouts to test their abilities while embracing the principles of adventure, personal development, and responsible outdoor participation. The MPC aims to deliver a rewarding and memorable experience that promotes confidence, resilience, and a lifelong appreciation of the outdoors.

Commitment

Term of Appointment

- Three-year appointment
- Maximum consecutive term six years

Meetings & Events

The role holder is expected to attend meetings as required, event delivery activities, and to complete agreed actions and responsibilities between meetings to support the successful delivery of the event.

Stepping Down

Where responsibilities are consistently unmet, the role will be reviewed, and the individual may be asked to step down following an initial discussion. An individual may also voluntarily step down at any time with reasonable notice to allow for an orderly handover and continuity of event planning.

Key Responsibilities

The MPC Event Team Lead is responsible for the effective planning, coordination and delivery of the MPCs, ensuring a safe, challenging and high-quality experience for all participants.

- Lead and coordinate the MPC volunteer team, and foster a positive, inclusive and collaborative team environment.
- Develop and oversee the event plan, timeline, budget, risk assessment and key deliverables.
- Ensure the events are delivered safely and in accordance with Scouting Ireland policies and procedures.
- Work collaboratively with the young people, volunteers, staff, and external stakeholders.
- Coordinate event logistics, resources, communications and participant support.
- Support and develop volunteers through delegation, mentoring and effective leadership.
- Represent the MPCs at meetings, events and relevant working groups as required.

- Maintain appropriate records, reports and documentation, including post-event reviews and recommendations.

Person Specification - Essential

Experience & Knowledge

- Experience leading or coordinating programmes, expeditions, projects, teams or volunteers.
- Good understanding of Scouting Ireland, the Scout Method and the Scout Section.
- Experience planning, organising or delivering residential, outdoor or expedition-based activities.
- Wood Badge holder, or willing to complete Wood Badge training within an agreed timeframe.
- Overnights training completed, or willing to complete prior to the expedition.

Skills & Abilities

- Strong leadership and teamwork skills.
- Effective communication and relationship-building skills.
- Strong planning, organisational and problem-solving abilities.
- Ability to coordinate multiple activities and priorities simultaneously.
- Sound judgement and decision-making skills, particularly in challenging or changing circumstances.
- A holder (or working towards) your ML award or holder of MS award

Personal Attributes

- Commitment to the values, mission and objectives of Scouting Ireland.
- Demonstrates integrity, accountability and reliability.
- Positive, inclusive and collaborative approach to leadership.
- Resilient and adaptable when responding to challenges.
- Willingness to learn, develop and support the development of others.

Person Specification - Desirable

- Previous experience with hillwalking events or another national Scouting event.
- Knowledge of event planning, logistics, or risk management.
- Experience working with Rover Scouts or supporting youth-led programme delivery.
- Relevant qualifications or training in leadership, event management, outdoor activities, or youth work.

Support & Development

Scouting Ireland is committed to supporting volunteers in their role.

The MPC Team Lead will receive:

- A Letter of Appointment.
- Role-specific induction and onboarding.
- Access to training and development opportunities.
- Support from the relevant manager and team.
- Reimbursement of approved expenses in accordance with Scouting Ireland policy.
- Regular reviews through the Mutual Agreement and Review process.

Safeguarding & Eligibility Requirements

Applicants must:

- Be a current member of Scouting Ireland.
- Meet the minimum age requirement for the role.
- Hold valid Garda Vetting / Access NI clearance.
- Complete required safeguarding training.
- Adhere to Scouting Ireland's Code of Conduct and all relevant policies.

How to Apply

- Submit via the Scouting Ireland Online Application Form.
- Demonstrate clearly how you meet the essential and desirable criteria.
- Garda Vetting / Access NI clearance required prior to application.