

	Gasóga na hÉireann / Scouting Ireland			
	No. PSD-TOR-P03	Issued August 2026	Amended	Next Review Date July 2029
	Category: Programme Services Department – Open Call			
	Terms of Reference – Explorer Belt Team Lead			

Related Documents

Revision Schedule		
Revision	Date	Description
1	August 2026	Initial Release

Role Overview

The purpose of this role is to lead, support and coordinate Explorer Belt, ensuring the safe, effective and high-quality delivery of this Scouting Ireland programme for Rover Scouts. The role provides leadership to the programme team, supports volunteers in the planning and delivery of the expedition, and ensures participants are equipped to successfully undertake the Explorer Belt journey. The role is responsible for maintaining the quality of the programme, promoting personal development, independence, resilience, teamwork and cultural awareness, and ensuring participants gain maximum benefit from the international expedition experience.

Accountability & Support

The Explorer Belt Team Lead is accountable to and supported by both the National Rover 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, Rover Section Team, staff, volunteers, and local host Scout Groups to ensure the successful planning and delivery of the Explorer Belt.

About the Event

The Explorer Belt is a Scouting Ireland international expedition for Rover Scouts. Participants travel in small teams over ten days, navigating independently, engaging with local communities, and completing projects that develop resilience, self-reliance, teamwork, leadership and cultural awareness.

The Explorer Belt Project Team is responsible for the planning, coordination and delivery of the programme, ensuring a safe, challenging and rewarding experience that reflects the values, educational objectives and adventurous spirit of Scouting Ireland.

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

- Lead and coordinate the Explorer Belt staff 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 event is 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 Explorer Belt 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 Rover 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.

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 Explorer Belt 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 Explorer Belt 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.
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