

	<b>Gasóga na hÉireann / Scouting Ireland</b>			
	<b>No.</b>	<b>Issued</b>	<b>Amended</b>	<b>Next Review Date</b>
		April 2026		
	<b>Category:</b>			
Patrols in Action: Mentor Terms of Reference				

<b>Related Documents</b>
Patrols in Action Camp 2026 information pack

<b>Revision Schedule</b>		
<b>Revision</b>	<b>Date</b>	<b>Description</b>
1	April 2026	Initial Release

**▲ ADULT VOLUNTEER ROLE — Open to persons aged 21+ only. All appointees must hold valid Garda Vetting / Access NI clearance per Scouting Ireland's Child Safeguarding Policy.**

## Description

The Patrols in Action Mentor supports the event team to deliver Patrols in Action camp 2026 as part of a Patrols in Action cycle 2026 to 2028. Mentors provide guidance, encouragement and pastoral support, without directing or taking over the event team's work & decision making. Mentors are present at the event and attend pre-event planning meetings and activities and post-event reviews. This is a volunteer adult role with direct responsibility for the welfare and positive experience of young people aged 12–25 with a particular focus on mentoring the event team's members aged 16-25. The first event is 17–20 July 2026 at Larch Hill International Scout & Guide Centre.

## Eligibility

- Aged 21+ or over at date of application.
- Current Scouting Ireland member – or past adult member with commitment to register pre-commencement.
- Valid Garda Vetting / Access NI clearance held.
- Willing to adhere to Scouting Ireland Codes of Conduct and all relevant policies.
- Experience working with young people aged 12–25.
- Experience of scout patrol camping and staffing scout camps: eg: Large County/Provincial Camps; Phoenix Challenges, Jamborees etc.

## Tenure

**Initial term:** Event cycle: 2026 to 2028, with involvement centred on the annual event and any agreed pre/post-event engagement.

**Extension:** Subject to satisfactory performance review, and Team Lead / Programme Team approval, the term may be extended.

**Handover:** A structured debrief will take place at the conclusion of each event to inform future mentor role description, recruitment and support.

## Accountability & Support

Mentors are accountable to, and are supported by, the National Programme Team via the designated Team Lead(s).

They must adhere to the Project Team Code of Conduct and will receive a Letter of Appointment. Approved expenses are reimbursed per the Scouting Ireland Financial Handbook.

Mentors receive a role-specific induction covering safeguarding, the event programme, the patrol system, and the non-directive mentoring approach.

## Person Specification — Essential (E) & Desirable (D)

### Experience & Knowledge

Criteria	E	D
Experience as a Scouter or adult volunteer working with Scouts (aged 12–25) or equivalent youth age group	✓	
Understanding of the Scout programme, the patrol system, patrol camping, and youth-led approach	✓	
Experience of staffing large scout camping events	✓	
Knowledge of Scouting Ireland safeguarding policies and child protection requirements		★
Experience in a mentoring, coaching, or youth support role		★
Woodbadge training complete or in progress	✓	

### Skills & Abilities

Criteria	E	D
Ability to support young people without directing or taking over their leadership	✓	
Strong observation skills; able to identify when intervention is and is not required	✓	
Clear and empathetic communication with young people aged 12–25	✓	
Ability to manage safeguarding concerns calmly and in line with policy	✓	
Ability to anticipate problems, work with event team to pre-empt and to support in emergencies	✓	
Proficiency with online communication platforms for pre-event engagement		★
Report writing and documentation skills		★

### Personal Qualities & Safeguarding

Criteria	E	D
Commitment to the values and mission of Scouting Ireland	✓	

Personal integrity, honesty, and trustworthiness	✓	
Self-motivated; able to take initiative and handle challenges confidently	✓	
Aged 21+ with valid Garda Vetting / Access NI clearance	✓	
Safeguarding training completed and in date through to September 2026	✓	
Commitment to ongoing personal development and reflective practice		★

### Responsibilities

- Support participating event leaders, patrol leaders and young people throughout the event, providing encouragement and pastoral support without directing their decision-making.
- Observe patrol activities and step in only where there is a genuine safety concern or a young person requires pastoral support.
- Foster the youth-led nature of the event, empowering patrol leaders to lead their teams confidently.
- Adhere strictly to Scouting Ireland safeguarding policies and report any concerns immediately to the Team Lead or Designated Liaison Person.
- Model the Scout Promise and Law through personal conduct at all times.
- Contribute to post-event debrief and provide feedback on the mentoring experience to inform future cycles.
- Complete all required pre-event training and induction materials.
- Other responsibilities as agreed with the Team Lead.

### Role Competencies

- Ability to support young people in a non-directive, empowering way — encouraging rather than instructing.
- Strong situational awareness; knows when to intervene and when to step back.
- Creates a safe, encouraging environment where young people feel supported to take on leadership challenges.
- Able to address difficulties, underperformance, or interpersonal tensions constructively and in a timely manner.

### Teamwork

- Works cooperatively with Scouters, the event team, and other mentors for a consistent and positive event experience.
- Builds effective stakeholder relationships; drives commitment to the Scout Method in all aspects of their role.
- Supports the development of team members by encouraging participation, building confidence, and identifying opportunities for leadership.
- Personally honest, trustworthy; leads by example with ethics and integrity.
- Able to operate with sensitivity in a diverse, volunteer-led environment.

### Assigned Duties

- Attend the Patrols in Action event at Larch Hill (17–20 July 2026) and any agreed pre-event planning, post-event reviews and engagement meetings.
- Be available throughout event to provide support, guidance and encouragement to the event team and accompanying Scouters.
- Liaise with the Team Lead and Scouters regarding the welfare of young participants.
- Assist with the safety and smooth running of activities supporting the event team without assuming a directive leadership role.
- Provide direct support in the case of crisis management, emergency, welfare or safeguarding concern.
- Other duties that may arise relevant to the mentor role at this event.

### Attendance & Reviews

The Mentor must attend the event according to the Event Team plan and should attend planning and review meetings in a support role.

Performance in the role will include not only delivery of agreed actions, but also the ability to maintain a constructive mentoring dynamic with the young event team.

The Mentor will participate in reviews and submit a mentor report following the event to feed into an overall Patrols in Action plan.

### Stepping Down

Where responsibilities are consistently unmet, the role will be reviewed and the individual may be instructed to step down following an initial discussion.

A mentor may also voluntarily step down, with reasonable notice in advance of the event, to allow an orderly handover and to ensure the Event Team is supported.

**How to Apply:** Submit via the Scouting Ireland Online Application Form. Describe your experience working with young people aged 12– 25, experience of large scout events, and your approach to supporting youth-led activities. Demonstrate clearly how you meet the essential and desirable criteria.

**Minimum Age:** 21 years at date of application.

**Vetting:** Garda Vetting / Access NI clearance required. Safeguarding training must be completed before commencement.