

Recruiting to different volunteer roles



It's easy for us to say 'we need more leaders', but not everyone wants to be a leader – they might not be able to make the time commitment or they may not feel confident they have the right skills. Be open minded about what could make a difference to help with running your unit. It might be that you consider a flexible guiding approach (see our Flexible guiding flyer for more information) or it might be that you aim to recruit volunteers into different roles within your unit team.

Volunteers can bring lots of skills and experience which can help with the success of a unit or support guiding in the local area.

Here are some roles you could consider recruiting volunteers to do:

Unit helper

Becoming a helper is a great introduction to guiding without the responsibility of running a unit. They could help with shopping, organising meetings, trips or events, or simply be an extra pair of hands occasionally. If they enjoy volunteering, they could then choose to train as a unit leader.

Treasurer

Managing the unit accounts is essential, but can be time consuming and it's not a skill everyone has. Finding someone who can manage your accounts could make a big difference. They don't have to be a trained finance professional, just organised and logical. And if they can help with Gift Aid they could save you money too!

Administrator

Not everyone loves paperwork, lists and being organised – but someone who does could help save you lots of time. A unit or division administrator could take responsibility for keeping GO records up-to-date, act as a secretary for meetings and manage communications.

PR Adviser

Finding someone to help with promoting guiding through social media, websites and other media, takes the pressure off existing volunteers and can help to grow the membership of both adults and new young members. Just a couple of hours a month could make a big impact.

ID Verifier

Keeping everyone up-to-date with DBS checks and getting new volunteers through the process can be time-consuming and tricky to organise. They would need to have a DBS check themselves, but would suit someone who could only help out on limited occasions.

Ambassador

Consider who in your local community could act as an ambassador for your unit or guiding in your local area. You could introduce them to your unit and ask them to promote guiding whenever they get the opportunity. Having someone willing to talk to others about what you do is a great way to get noticed!

Finding the right role

Have a chat with your new volunteers about their interests, skills and availability. Go into this with an open mind.

Tell your volunteers what to expect, help them understand what's expected of them (use the role descriptions on the website to help with this) and answer any questions they have. Taking the time to chat about these things will make them more likely to get involved and stay involved. Not everyone wants to be a leader and starting with a lower-commitment role will give them a chance to find out more about guiding while they build up their confidence and knowledge of guiding. Giving them this space will increase the chances of them continuing to volunteer with guiding in the long term. Showing them the volunteer roles poster or sharing the flexible volunteering video are a great way to explain all the different ways they can get involved.