



# Subcamp Leader

## Blair Atholl Jamborette



### Vacancy Information Pack

[Jamborette.org.uk](http://Jamborette.org.uk) @BAJamborette

# About us

## Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 4 to 25 year olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities.

Scouts helps children and young adults reach their full potential. Our members and volunteers gain valuable skills for life including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness and commitment. We help young people to get jobs, save lives and even change the world.



## What do Scouts do?

Scouts take part in a wide range of activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a Scout you can learn survival skills, first aid, computer programming or even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, get outdoors, express your creativity and experience the wider world.

## What do volunteers do?

This everyday adventure is only possible thanks to our team of adult volunteers, who support Scouts in a wide range of roles from working directly with young people, to helping manage a local community based Group, to being a charity Trustee. We help volunteers get the most out of their experiences at Scouts by providing opportunities for adventure, training, fun and friendship.

Our award winning learning opportunities for volunteers means that adults get as much from Scouts as young people. Our approach focuses on what you want to get out of volunteering with Scouts, while respecting how much time you can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

**Vacancy – Blair Atholl Jamborette, Subcamp Leader**  
**#SkillsForLife**



## Where do I fit in?

We're looking for two people to lead Subcamp Teams for the UK's premier International Scouting event, the Blair Atholl International Patrol Jamborette. As a member of the camp senior staff team, you'll be responsible for oversight of the planning, management and delivery of a Subcamp, and activities therein, helping to create a memorable experience at the historic setting of Blair Castle in Highland Perthshire. You'll bring together a team to deliver a core aspect of the camp, ensuring they are trained and ready to support the young people to have a fantastic time, to camp safely, and to have a diverse range of needs supported.

## Up For The Challenge?

Contained in this pack is a role description and person specification for the role above. If you think you are the right person for this role, or if you know someone who might be, please complete the online nomination / application form which can be found at <https://forms.office.com/e/bwFyvW7hp9>

If you would like more information or if you'd simply like to discuss the role, please get in touch with:

**Name:** Colin Peters, Blair Atholl Camp Chief

**Email:** [colin.peters@scouts.scot](mailto:colin.peters@scouts.scot)

### **Scottish Headquarters**

Email: [hello@scout.scot](mailto:hello@scout.scot)

Web: [www.scouts.scot](http://www.scouts.scot)

Facebook: [www.facebook.com/scouts.scotland](https://www.facebook.com/scouts.scotland)

### **Blair Atholl Jamborette**

Email: [blairatholl2026@jamborette.org.uk](mailto:blairatholl2026@jamborette.org.uk)

Web: [www.jamborette.org.uk](http://www.jamborette.org.uk)

Facebook: [www.facebook.com/bajamborette](https://www.facebook.com/bajamborette)

## **Purpose of the role**

The Subcamp Leader at the Blair Atholl International Patrol Jamborette is a key Jamborette role. The role holder has responsibility for planning and leading a Sub camp made up of up to one hundred and fifty six Scottish and Overseas Scouts and a leadership team of Scottish and Overseas leaders at Scotland's premier and historically important camping event, held in the grounds of Blair Castle, Blair Atholl every two years.

## **Responsible to**

The Camp Chief and members of the Camp Management Team with direct leadership provided by the Subcamp Lead.

## **Responsible For**

The leadership of the appointed Subcamp and to ensure the delivery of quality support to all participants.

Subcamp team (9 people), members of subcamp, other members of Jamborette staff allocated to support subcamp.

## **Main Contacts**

Camp Chief, Other Subcamp Leaders Contingent Leadership Teams, Scouts attending the Jamborette, other members of the Jamborette staff, Regional Blair Atholl Co-ordinators and Scouts Scotland staff and volunteers.

## **Role Summary**

- Support the Camp Chief in the development and delivery of the Blair Atholl International Patrol Jamborette.
- Taking the lead in the delivery of your Subcamp
- Be a member of the Jamborette Senior Staff Team

## **Main Responsibilities**

- Help contribute to the development of the Jamborette as a key programme event in Scottish Scouting
- To establish and manage an effective subcamp infrastructure, in conjunction with other teams, to deliver a superb event experience to the young people
- Appoint & positively manage and support a team to deliver the Subcamp experience in relation to the subcamp / Jamborette
- Work with the wider subcamp team to provide appropriate training to all sub camp staff.
- To support the wider staff team in delivering the Blair Atholl experience for the young people
- To ensure the subcamp is run in accordance with Scout requirements as expressed in POR and safe event best practices
- To contribute to and implement the policies, aims and objectives, and guidelines of the event
- Ensure good quality Scouting is delivered to young people during the Camp
- To champion the needs of Participants both pre and during the event to all other Teams
- Work to ensure the voice of young people is heard during the camp
- To communicate effectively

- Plan, organise and deliver a programme of events to supplement the main activities of the Jamborette
- To manage subcamp related incidents as required
- Carry out risk assessments for your subcamp and any extra activities you have planned
- Be responsible for the budget allocated to your subcamp
- In liaison with the Jamborette Medical Team, to consider and make provision for participants with additional needs
- Be the first point of call for participants who require assistance or help (from the point when a patrol is allocated to your subcamp until they depart after the Jamborette).
- Be responsible for the allocating of Patrols within your sub camp to ensure maximum enjoyment for all participants
- To liaise with the Site Services Team in relation to Health & Safety arrangements and in respect to sub camp equipment
- Be responsible for the security & discipline within your subcamp
- To assist and share resources with fellow Subcamp Leaders
- To promote and implement the waste management plan in your subcamp
- To review and feedback on the subcamp and staff within it
- To prepare a sub camp report after the Jamborette for sharing with Regions
- To contribute fully as a member of the Senior Staff Team

## **Person Specification**

### **Skills**

- Ability to communicate (verbal and non-verbal) and relate to a range of people
- Appropriate level of Scouting Skills / Experience
- Ability to deliver as promised and to deadlines
- High level of interpersonal skills
- Initiative
- Able to develop effective relationships
- Able to work well as a member of a team
- Ability to motivate and enthuse others
- Able to negotiate and represent the views of Scouts UK to others

### **Knowledge and experience**

- An appreciation of Scouts UK aims, methods and youth programme
- A working knowledge of International Scouting
- High level of camping experience including leading camps for young people
- Experience of attending one or more large International Scout events

## **Qualities**

- A commitment to the philosophy of providing International/Global activities for young people
- An ability to balance their enthusiasm with the aspirations and abilities of young people
- Approachability at all times
- Sufficient time for the role including weekend commitments
- Ability to meet deadlines

## **Appointment Requirements**

- Active member of Scouts Scotland with a full adult role or in a Service Team at local or Scottish level and aged 18 or over by 1st February 2026
- All mandatory training (Safety/Safeguarding/First Aid etc) completed by the time of the Jamborette
- Understand and accept Scouts UK's policies
- Understand the ethos of the camp and its relationship to the wider programme aims of Scouts Scotland
- Satisfactory PVG clearance
- Show personal commitment to Scouts UK's purpose, values and method
- Undertake appropriate training obligations for this role