



Scouts

Cymru

ScoutsCymru Board of Trustees

Chair of Finance and Resources Committee



Thank you for your interest
in this important role.

We are seeking an experienced
and thoughtful person to chair our
Finance and Resources Committee
and support the Board of Trustees
in providing strategic oversight of
the charity's finances, resources,
and long-term sustainability.

This is a volunteer strategic governance role, not a day-to-day finance management role. Our experienced staff team manages the operational finances, supported by established systems and independent external auditors. The Chair of the Finance and Resources Committee will help the Board focus on the bigger picture, financial strategy, risk, resilience, and ensuring that resources are being used effectively to support our mission.

We are looking for someone who can bring sound judgement, constructive challenge, and a collaborative approach. You do not need to be a professional accountant, but you should be comfortable reading financial information, asking the right questions, and helping others understand the financial implications of decisions.

If you enjoy supporting an organisation through clear oversight, strategic thinking, and good governance, we would be delighted to hear from you.



About the role

ScoutsCymru is committed to ensuring that every young person in Wales has the opportunity to develop skills for life. To do this well, we need strong financial stewardship and a Board that is confident in its oversight of resources and risk.

The Chair of the Finance and Resources Committee plays a key role in helping us do this. You will chair committee meetings, support the Board in its understanding of financial performance and planning, and provide scrutiny and guidance on the financial issues that matter most.

You will work alongside a capable staff team, who manage the finances on a day-to-day basis, and with external auditors who provide independent assurance. Your role as a volunteer trustee, is to ensure that the Board has the information, challenge, and insight it needs to make sound strategic decisions.

What we are looking for

We welcome applications from people who can offer:

- Strategic thinking and good judgement.
- Confidence in asking constructive questions.
- The ability to chair meetings effectively and encourage balanced discussion.
- An understanding of financial information at board level.
- Clear communication skills, including the ability to explain financial matters to non-finance colleagues.
- A collaborative, inclusive, and supportive style.
- Commitment to ScoutsCymru's mission and values.

Experience in charity finance, audit, or financial governance would be helpful, but we are also open to people with transferable skills from other sectors where strong oversight, analysis, and decision-making are essential.



How you will be supported

You will not be expected to run the finance function yourself. Instead, you will be supported by:

- An experienced staff team managing day-to-day finance operations.
- Regular financial reporting and committee papers.
- Independent external auditors.
- A well-established governance framework and Board structure.

This means the role is focused on occasional support, thoughtful challenge, and strategic scrutiny rather than operational responsibility.

Why this role is attractive

This is a valuable opportunity for someone who wants to make a real difference without taking on a heavy operational workload. You will help shape the charity's financial direction, contribute to strong governance, and play an important part in supporting a mission that changes young people's lives across Wales.



Message from the Chair

Thank you so much for your interest in joining the Trustee Board of ScoutsCymru. In the last two years we have made significant strides in developing the Board, and you will be joining a committed and engaged group, bringing your skills and experience to bear in pursuit of our mission.

Strong foundations are essential so that young people across Wales are able to participate in weekly meetings, camps, trips, international experiences, and opportunities to lobby for change. While we have a good financial base, we want to continue to develop our strategic thinking around how we make best use of our resources to secure a bright future for Scouting in Wales.

Our next Chair of the Finance Committee will continue the development of our financial strategies, providing specific support and direction on all matters money-related, including ensuring that the Board has the skills it needs to make confident investment and spending decisions. They will need to be a great team player with an eye for detail, as well as being able to engage a wide range of audiences with the finances.

I am particularly keen to see interest from groups currently underrepresented on the Board, including women, people from minoritised ethnicities, disabled people, and people who identify as LGBTQ+. Previous trustee experience is not required, but you will need to be able to think strategically and be prepared to ask challenging and meaningful questions of senior volunteers and staff, and to be able to give the time needed.

Being part of ScoutsCymru is great fun, and really rewarding. We have an excellent senior staff and volunteer team, who are delivering Scouting for nearly 14,000 children and young people and have many bright plans for the future.

We look forward to hearing from you.

Kirsty Palmer
Chair





About Us

ScoutsCymru is the national organisation supporting Scouting across Wales, helping nearly 14,000 young people aged 4 to 25 gain the skills they need for life, every single week. With more than 4,600 volunteers delivering safe, high-quality youth provision in communities across all 22 local authorities, ScoutsCymru plays a central role in shaping the confidence, wellbeing and future prospects of young people in Wales.

Our Vision

To empower more young people through adventure, teamwork and shared values, to take the lead on making a positive difference in the world.

Our Purpose

To actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

Our Strategy

We launched our new strategy this year, Place to Belong. Build on two key pillars; Programme – delivering an adventurous and inclusive Programme and Volunteering – Supporting our Volunteers, by 2035 we will have:

1. A growing and inclusive movement
2. More young people gaining skills and leading change
3. Volunteers who feel confident, supported and valued
4. Stronger and better connected communities
5. A safe, inclusive and sustainable movement

Underpinned by our core values;
Integrity, Respect, Care,
Belief, Cooperation.



Chair of the Finance and Resources Committee

Responsible to

- Chair of the Board of Trustees.

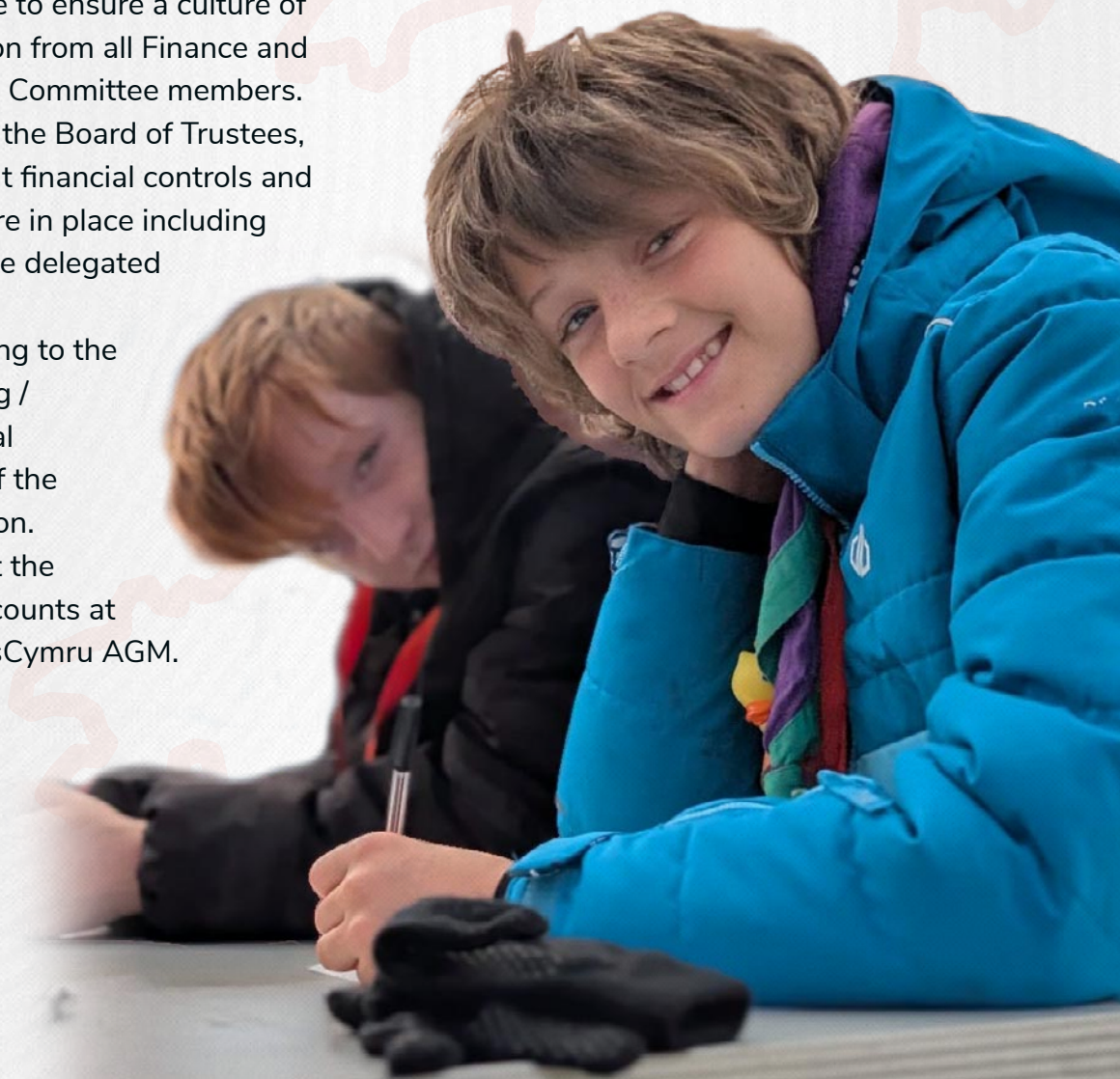
Main Responsibilities

- To oversee the development of a Financial Strategy and Annual Business Planning process.
- To ensure that ScoutsCymru has in place appropriate processes for setting and monitoring its budget.
- To provide informed strategic oversight to the Board of Trustees and ScoutsCymru staff in relation to financial management.
- To act as the Chair of the Finance & Resources Committee.
- To contribute as a valued member of the Board.

Main Duties

- To work alongside staff of ScoutsCymru in relation to financial strategy and business planning and to provide relevant reporting.
- To ensure that the Board of Trustees and Staff of ScoutsCymru have in place appropriate management of assets and investments.

- As Chair of the Finance & Resources Committee to ensure a culture of contribution from all Finance and Resources Committee members.
- As part of the Board of Trustees, ensure that financial controls and systems are in place including appropriate delegated authority.
- Contributing to the fundraising / commercial strategy of the organisation.
- To present the annual accounts at the ScoutsCymru AGM.



Person Specification

Experience

- Experience that supports effective financial oversight and governance.
- The skills and ability to analyse data, reports and proposals and examine their financial consequences.
- A proven track record of sound judgement and effective decision making.
- A history of impartiality, fairness and the ability to respect confidences.
- Some experience of audit and /or finance committee governance.
- Good, independent judgement and strategic vision.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of being a charity trustee.
- An ability to work effectively as a member of a team and display high levels of integrity.
- A demonstrable commitment to the ethos and values of Scouting.

Knowledge, Skills and Understanding

- Understanding of charity accounting and financial regulatory requirements.
- Commitment to ScoutsCymru and a willingness to devote the necessary time and effort to the role.
- Confidence to provide constructive challenge.
- Available to offer occasional guidance to staff when needed.
- Able to communicate complex financial concepts to non-finance colleagues.

We welcome everyone

Our aim is to develop a diverse Board of Trustees, that reflects the communities across Wales and encourage a diversity of thought and experience across our organisation. As such we are keen to hear from people from a range of backgrounds and experiences, who share our values and want to make a difference.

At this time, we are particularly, though not exclusively, interested in applications from women, people from minority ethnic groups, people with disabilities and LGBTQ+ people.



Further information about the role

Trustee Term

Three years, renewable up to six years, plus one additional year in exceptional circumstances.

Time commitment

- 5 Board Meetings (2 in person and 3 online).
- 4 Finance and Resource Committee Meetings (online).
- 1 Residential Weekend which includes the AGM.
- Please be aware that time commitment may vary year to year.
- Remuneration: This is a volunteer role, as such is unpaid however reasonable expenses will be reimbursed.

What we offer you

- A full induction.
- Training relevant to the role.
- The opportunity to make strategic decisions, develop new skills, and engage with like-minded individuals.
- Satisfaction in guiding and enabling ScoutsCymru to continue making a difference to the lives of thousands of young people across Wales.
- Gain further experience of the third sector, governance and financial resilience.
- The opportunity to join national events and celebrations.



To apply, we will need the following from you

- A CV - Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement - We want to hear about your motivation, and you will also want to evidence how relevant your offer is to the role specification, again ideally in two to three pages.

Please submit your completed application documents to
admin@scoutscymru.org.uk

You will receive an email confirmation after submitting your application.

Do contact us if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.





Scouts
Cymru

www.scoutscymru.org.uk

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