

Adult Volunteer Application Pack

Young people supporting young people.

Be part of a team that helps young people learn, contribute, and build lasting relationships through Scouting in Malawi.

This pack tells you what to expect and gives you information on how to apply.

The closing date for applications is **15 January 2027**

1. Welcome.

Thank you for considering joining the adult team for the Berkshire Scouts Project Africa visit to Malawi in 2028.

Project Africa is about young people supporting young people, learning from one another, and working in partnership with local communities and Malawian Scouts. Adults help create conditions for young people to contribute meaningfully, safely, and respectfully.

You can find out more about Project Africa on our website Project Africa & Challenge Badge. You can also read-about previous expeditions to Malawi – Malawi 2024 and the Network only expedition Malawi 2026.

A dedicated Malawi 2028 web page is also available and will be a source of news, key dates, and key documents, etc.

You do not need to have been on a Project Africa expedition before applying. We want to hear from people who can bring commitment, a team-minded approach and useful skills or experience. We will provide more information to help you decide whether this is right for you.

2. Why apply?

This is a chance to be part of something genuinely special.

Project Africa is about much more than travelling to Malawi – it is about making a practical difference to the lives of young people, local communities, building friendships and partnerships, sharing experiences, and learning from one another. You will have the opportunity to contribute your own skills and experience, develop new ones, take on fresh challenges and be part of a team working towards a shared purpose.

You will experience a different culture, work alongside local communities and Malawian Scouts, and gain memories and friendships that will stay with you long after you return home. Whether you bring years of Scouting experience, professional skills, practical talents or simply enthusiasm and a willingness to get involved, there is an opportunity to make a valuable contribution.

If you want to challenge yourself, broaden your horizons and be part of something that makes a difference, we would love you to apply.

3. What's involved?

Based on previous visits, the expedition is likely to combine:

- ✓ Community project work agreed with local partners, with an emphasis on legacy and local ownership.
- ✓ Activities and shared experiences with local communities, Malawian Scouts and young people.
- ✓ Learning about Malawi, its communities and culture, and reflecting on our own perspectives.
- ✓ Living and working together as a team.
- ✓ Travel within Malawi, with accommodation and logistics planned with local partners.
- ✓ Preparation and training before departure, followed by evaluation and report-back afterwards.

Previous visits have worked with Joshua Orphan & Community Care, Orbis Expeditions, and the Scout Association of Malawi as our partners. The team will reconfirm partner roles and arrangements for 2028 as part of the event planning.

4. When is it?

The final expedition dates and duration, itinerary, roles, costs, payment arrangements, and travel details will inevitably take some time to finalise. The 2024 expedition took place at the end of July and into August, we would expect the 2028 expedition to be similar. The expedition is likely to be around 3 weeks in length.

5. What will an adult volunteer do?

Being part of the team means contributing before, during and after the visit. The exact role you take will depend on the skills the team needs and your experience, but all volunteers should expect to:

- ✓ Attend preparation meetings, briefings, and the required training, including separate leader-only training.
- ✓ Support young people to take responsibility, build confidence, and learn from experience.
- ✓ Work collaboratively and be willing to help with practical tasks beyond a preferred role when needed.
- ✓ Follow Scout Association policies, safeguarding requirements, the expedition code of conduct and safety procedures.
- ✓ Respect local partners and communities, listen to their priorities and act with cultural sensitivity.
- ✓ Be flexible when plans change and be ready for busy days, group living and practical/basic conditions.
- ✓ Help with evaluation, reporting or other agreed follow-up after returning.

Team Leaders and Team Members

There are two types of adult team roles: Team Leader and Team Member. The separate role profiles explain the responsibilities, planning commitment and expectations for each.

- ✓ *Team Leaders* will take responsibility for leading and planning an agreed area of work and will be more heavily involved in the early development of the expedition.
- ✓ *Team Members* will support the wider team, contribute their skills and complete agreed tasks under the direction of a Team Leader or the Event Lead.

Please read the relevant role profile before applying: **Adult Team Leader – Role Profile** or **Adult Team Member – Role Profile**. [Add links]

The expedition is expected to be organised around the teams/areas described in those profiles, although the final structure may change as planning develops.

6. Skills and experience?

You do not need to be an expert in every area. We welcome applications from people who are new to Project Africa as well as those with previous experience. What matters is a commitment to the purpose of the expedition, a willingness to work as part of a team, and an approach based on respect, partnership and supporting young people.

We are looking to build a balanced team with different strengths. You might bring experience in:

Area	Examples
Supporting young people	Scouting, youth work, mentoring, inclusion, group leadership.
Practical projects	Construction, refurbishment, maintenance, planning tasks or organising materials.
Safety and welfare	First aid, safeguarding, wellbeing, risk awareness, or incident response.
Logistics and camp life	Equipment, transport, accommodation, catering, hygiene, or communications.
Programme and partnership	Activities with young people, cultural exchange, reflection, or community engagement.
Administration and support	Records, fundraising, communications, or organizing information.
Finance	Budgeting, managing payments and receipts, providing finance reports

Your attitude matters as much as your experience: listening, reliability, respect, teamwork, and a willingness to learn are essential.

We want to build a capable, supportive, and balanced team. Applications will be considered against the following criteria:

- ✓ Your motivation and understanding of Project Africa's purpose.
- ✓ Your commitment to the preparation Programme and the expedition.
- ✓ The skills and experience you could bring to the team.

- ✓ Your approach to supporting young people and working collaboratively.
- ✓ Your willingness to listen to local partners and act respectfully.
- ✓ Your understanding of safety, safeguarding, and personal responsibility.

You may be invited to a follow-up conversation to discuss your application and contribution.

Any appointment will be subject to the required Scouts appointment processes, safeguarding checks, training, and approvals. Applying does not guarantee selection.

7. Financial commitment

The estimated cost for an adult volunteer is expected to be in the range £2,250-£2,750. This is an initial estimate only and is subject to confirmation/change as the 2028 travel, accommodation, insurance, transport, programme, and project arrangements are developed.

The final fee, the payment schedule and any deposit or fundraising arrangements will be confirmed before volunteers are asked to make a financial commitment.

Please do not treat the estimate as a fixed price or make non-refundable bookings or other significant personal expenditure at this stage.

If the likely cost may affect your ability to apply, you are welcome to raise this confidentially with the expedition team. Any support or fundraising arrangements will be explained once they have been agreed.

8. Time commitment

Adult leaders will be expected to attend training camps (likely to be 3 weekends) and a number of training days during 2027 and 2028.

- ✓ *Team Leaders* are expected to be more heavily involved in the upfront planning than general team members. This is likely to include regular leadership team meetings, team planning between meetings, partner, or supplier discussions where relevant, preparation of plans and documentation, and attendance at agreed training and briefing events.
- ✓ *Team Members* are expected to take part in the preparation programme, attend required training and briefings, and complete tasks assigned to them before departure. They may be asked to provide information, ideas, or practical support during the planning period. The level of involvement in upfront planning will be less than that expected of Team Leaders.

The precise commitment will depend on the team and tasks allocated, but applicants should be confident that they can commit time to the agreed preparation activities as well as to the expedition itself.

9. Information webinar – 8th December 2026

A webinar will be held on 8th December 2026 for anyone who would like more information about Project Africa and the proposed Malawi 2028 expedition. It is particularly useful if you are new to Project Africa but is open to anyone who wants to understand the programme and ask questions.

The webinar will explain the purpose of Project Africa, the approach to working with local partners and young people, what being an adult volunteer involves, and the likely preparation and commitment. The date, time and joining details will be publicised separately.

10. Meet & Discover event – February 2027

Everyone who applies by the closing date (15 January 2027) will be invited to a relaxed, informal Meet & Discover session in February. It will be an opportunity to find out more about Project Africa and the Malawi 2028 expedition, meet other members of the team, ask questions, and share a little about yourself, your interests and what you might bring to the team. It is also a chance for us to get to know you and explore how we might work together.

The Meet and Discover event forms part of the recruitment and team-building process; attendance does not, by itself, confirm selection for the expedition.

11. Important dates

When	What you need to know
5th November 2026	Leader applications open
8th December 2026	Webinar for anyone wanting more information about Project Africa and the Malawi 2028 expedition.
15 January 2027	Online applications close.
February 2027	'Meet and Discover' event for everyone who has applied. Date and venue will be confirmed to applicants directly
March 2027	The team will confirm the next steps in the selection process and advise applicants of the outcome and any further requirements.
Spring 2027	Applications open for youth participants.

Before you apply

Please remember that this is a substantial commitment, involving preparation and training as well as the visit itself. The final expedition dates, itinerary, roles, and costs are still being developed and will be confirmed as planning progresses.

This information pack should be read alongside the relevant role profile and the separate Terms and Conditions documents. The role profile describes what will be expected of you in the role for which you apply; the Terms and Conditions set out the event's eligibility, financial, cancellation, insurance, personal information, behavior, and attendance provisions.

How to apply

Applications to join the adult leader team must be submitted using the online application form.

Complete the online form. It will ask about your motivation for taking part, relevant experience and skills, the areas in which you could contribute, and your preferred roles.

Terms and Conditions: Applicants must read the separate document, 'Malawi 2028 Adult Leader Team – Terms and Conditions', before submitting an application. All applicants will be required to confirm that they have read and accept the Terms and Conditions as part of the online application. Acceptance is mandatory.

Online application form: Malawi28 Adult Leader Application – Fill in form
Application deadline: 15 January 2027

If you have questions about the application or need help completing the form, contact us at malawi28@berkshirescouts.org.uk

What happens after you apply?

- Look out for an invitation to the February 'Meet and Discover' event. The date and venue will be confirmed.
- The County team will review applications and consider the mix of skills, experience, availability, and roles needed for a balanced team.
- Applicants may be contacted to clarify information or discuss their potential contribution.
- By March, the team will communicate the selection outcome and explain any further appointment, safeguarding, training, and administrative requirements.
- Applicants will also be advised of any updated or final version of the Terms and Conditions and any further confirmation required before a place is secured.

Applying does not guarantee selection or a place on the expedition.