

Opportunities to join the British Red Cross Volunteering team

Recruitment information pack – November 2025



Welcome!

We invite you to watch a short introductory video message from our Head of Volunteering via this link before reading this pack

[Volunteering Team recruitment | British Red Cross](#)



Why these new roles matter now

- Introducing new roles to strengthen surge readiness and resilience, ensuring volunteering capacity and capability can scale when it matters most.
- Closing a critical capability gap to future-proof our operating model and deliver against organisational priorities.
- Driving agility in response – enabling rapid volunteer mobilisation and redeployment during high-demand scenarios.
- Building resilience through robust systems and processes that safeguard continuity and adaptability in volunteering, aligned to the Volunteering Strategy.
- Enhancing organisational capacity to respond effectively to crises within the UK, protecting service delivery and impact.



You. Me.
All of us.

Volunteering Strategy

Our Vision

To be the humanitarian charity of choice for volunteering in the UK.

Imagine flexible volunteering being the norm.

Imagine volunteering with us, without personal circumstances being a hurdle.

Imagine building a movement of people all deeply connected to our cause.



Strategic Goals



Grow and sustain a vibrant movement of volunteers by making sure everyone involved feels valued and connected – including those we help, the communities we serve, volunteers, staff, supporters, and our causes.



Our volunteer opportunities are appealing, easy to join, and open to everyone, ensuring that people from different backgrounds and experiences are encouraged to join our cause. We aim to have a diverse group of volunteers who bring the skills needed for each role.



We offer flexible volunteering opportunities that fit into volunteers' lives, enabling them to participate in ways that suit them. They can also be quickly mobilised to assist people in crisis dynamically.



We aim to provide an excellent experience, recognising and celebrating the impact of our volunteers. We support and empower them to ensure they have a fulfilling experience, can contribute to decision-making, and feel proud to be part of the movement.

Snapshot of the roles

Volunteering Policy Manager – salary starting at £45,500

Leads the development of volunteering policy and quality assurance across the organisation. This role ensures volunteering is safe, inclusive, and aligned with strategic priorities. It also carries responsibility for line managing staff, providing leadership, support, and development to ensure high performance and engagement. Ideal for someone who thrives on governance, continuous improvement, and influencing change at scale.

Volunteering Resilience Lead – salary starting at £35,921

Focuses on strengthening the volunteering function's ability to respond to crises and change. This role leads on risk identification, business continuity, and designing safe, ethical surge models. It suits someone with a strategic mindset and a passion for resilience and safety.

Volunteering Surge Recruitment Lead - salary starting at £36,236

Designs and delivers rapid, safe volunteer recruitment / redeployment models during emergencies or high demand. This role turns strategic surge plans into practical action, ensuring volunteers are mobilised quickly and compliantly. It's perfect for someone who excels in fast-paced, operational environments.

How these roles work together

These three new roles are designed to strengthen our volunteering function. They will work closely together and draw on the expertise, platforms, policy, and established practices already in place across the team and organisation.

Their shared focus:

- Rapid, safe, and compliant volunteer mobilisation during crises
- Risk-aware, resilient operations that protect volunteers and services
- Strong governance, policy, and quality assurance

Collaboration in action:

- The **Policy Manager** provides strategic leadership and line manages the **Resilience Lead**.
- The **Resilience Lead** partners with the **Surge Recruitment Lead** to design and deliver ethical, inclusive surge and redeployment models.
- The **Surge Recruitment Lead**, reporting to the **Volunteering Opportunities Manager**, translates surge needs into scalable recruitment and redeployment solutions.
- All three roles **connect with the wider volunteering team and other departments**, ensuring alignment with existing systems, policies, and ways of working.

Team operating model

Volunteering Surge recruitment

Lead role sits here, alongside colleagues leading regular volunteer recruitment, corporate volunteering, attraction

The Volunteering Policy Manager and **Volunteering Resilience Lead** sit within this specialist area of the team, working alongside colleagues who lead on volunteering policy and procedures to embed quality and assurance



Who we're looking for

We're looking for individuals who:

- Are passionate about volunteering and humanitarian work
- Have strong strategic and operational skills
- Can work collaboratively across teams
- Are committed to inclusion, safety, and continuous improvement
- Thrive in dynamic environments and are comfortable navigating complexity and change
- Can sign up to our organisational values (dynamic, courageous, compassion and inclusive), the [Fundamental Principles](#) of the Movement and our team values
- Bring creativity and problem-solving skills to shape new approaches
- Are proactive and take ownership to deliver results

If this sounds like you, we'd love to hear from you.



How to apply

Please refer to the job descriptions for full details of each role – these can be found on the advertisement on our website

Applications should be submitted via our recruitment portal by the stated deadline.

If you have any questions or need support with your application, feel free to reach out to the recruitment team at Recruitment@Redcross.org.uk