

# Outline Person Specification

## Person Specification for: Unit Leader and Assistant Unit Leaders for Staffordshire County Ghana 2016 project

The Ghana 2016 project is an opportunity for a group of young people and adults to participate in a community development project abroad, helping young people in Woe, Ghana. The role of the Unit Leadership team is key in making sure that all the participants in the Unit have a positive experience and make the most of the opportunities that the project has to offer.– from the moment they are selected right through until the end of the project.

Being a Unit Leader or Assistant Unit Leader is challenging but is also extremely rewarding. The below points indicate some of the skills and experiences that would be beneficial for those applying for a Unit Leader or Assistant Leader role. Not everyone will have all the skills, and remember many skills and experiences are transferable from other situations (e.g. family life, work, other voluntary commitments). There are also many skills and experiences that would be valuable but we have not got room to list every desirable characteristic here. Please use this document (along with the role description) to help focus your application.

	Unit Leader		Assistant Unit Leader	
	Essential	Desirable	Essential	Desirable
<b>Experience</b>				
Working with or understanding 12-18 age group	✓		✓	
Experience of camping for extended periods		✓		✓
Have (or be willing to work towards) appropriate Nights Away permit	✓		✓	
Jamboree/ international interest and/or experience	✓		✓	
Working to and delivering projects on budget		✓		✓
Have a clear understanding of the methods, policies and values of The Scout Association	✓		✓	
Be prepared to work towards being ready to supervise a Patrol of young people on your own in another country.	✓		✓	
<b>Skills and knowledge</b>				
Planning or project skills in putting together team building and training events	✓			✓
Management skills in working with adults	✓		n/a	n/a
Strong team working skills	✓		✓	
Strong leadership skills in working with young people	✓		✓	
Delegation skills	✓			✓
Decision-making skills	✓		✓	
Understanding of diversity and equality issues	✓		✓	
Communication skills	✓		✓	
<b>Characteristics</b>				
Adaptable	✓		✓	
Calm under pressure	✓		✓	
Able to maintain a sense of humour	✓		✓	

Able to deal with difficult situations and manage challenging behaviour and circumstances	✓			✓
Communicative and personable, and have access to email and internet	✓		✓	
Able and keen to take part in activities	✓		✓	
Robust physical and mental condition	✓		✓	

**Please note:**

The project will be physically, mentally and emotionally demanding. Applicants should be aware of the nature of what is expected and be confident that they are able to contribute to all aspects of the experience

Applicants should be aware that the project will be held from 25th March 2016 returning on 6th April and therefore will need to be sure they have the support of employers and family to be able to commit to the event. Further, there will be a number of weekend and evening commitments in preparation and applicants should be confident they have time available amongst other commitments to fulfil the obligations of the role.