



Edition 1.4
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VOLUNTEER VACANCY PACK: COUNTY COMMISSIONER

Information for anyone considering the volunteer role of County Commissioner

**UNLOCKING
POTENTIAL**



Group Scout Leaders – District Commissioners – **County Commissioners**

VOLUNTEER INFORMATION

THE SCOUT ASSOCIATION

Today, The Scout Association has a membership in the UK approaching 600,000 individuals. Almost half a million young people participate in Scouting each week, supported by over 115,000 adult volunteers in numerous roles.

We provide fun, friendship and life-changing adventure to young people from every background, giving them the chance to experience the outdoors, build their confidence, and to reach their full potential. As the UK's largest co-educational youth movement, we help boys and girls to develop the skills and values they need to succeed in life.

Scouting Counties work to support Districts, which in turn support Groups. The County Commissioner has overarching responsibility for the County, supported by other volunteers, including an Executive Committee, comprising a Chair, Treasurer and Secretary, who oversee decisions.

THE CURRENT VACANCY

We're currently looking for a County Commissioner. This is a management role, and we need someone who can provide leadership, motivation and guidance to our other adult volunteers.

A large part of this role involves supporting District Commissioners and other volunteers. For any adult volunteer in Scouting, their manager will be a regular point of call for support.

You don't need any prior experience of Scouting to apply for this role: we'll make sure you're fully trained and supported.

SCOUTING IN YOUR AREA

This vacancy, for the role of County Commissioner, is in:

Scout County:

Location:

Facts about this Scout County:

Number of youth members:

Number of adults:

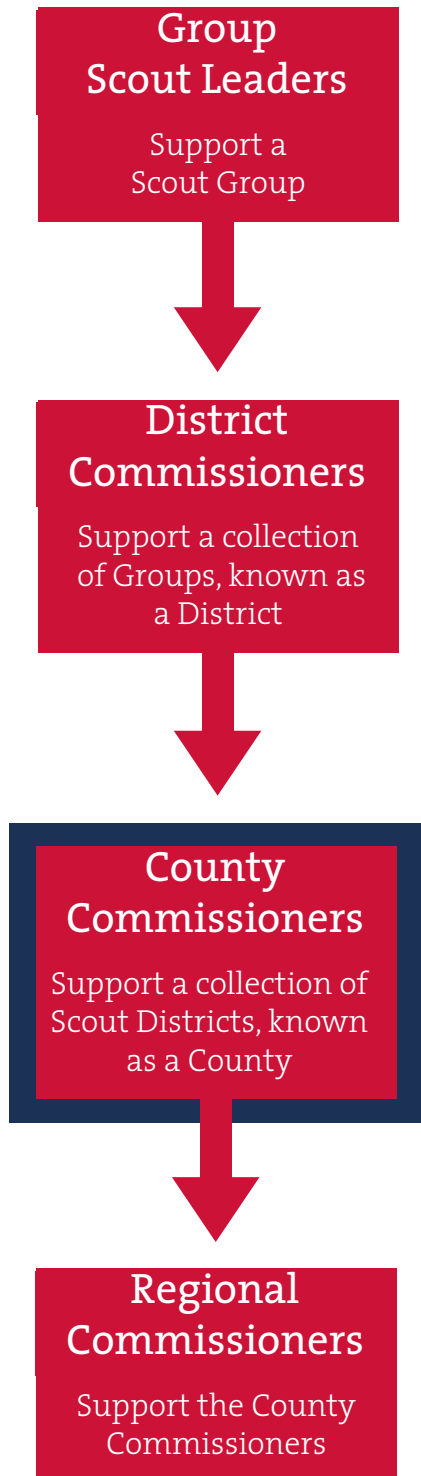
Number of Scout Districts:

Number of Scout Groups:

Regional Commissioner:



The management structure of Scouting is as follows:



Please note that we have used the term 'Scout County' throughout this pack: in Wales and Northern Ireland these are known as Areas, and as Regions in Scotland.

GOOD SCOUTING MANAGERS

County Commissioners support volunteers and other managers, known as District Commissioners, who in turn support the managers of local Scout Groups. Adults at every level need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks other volunteers for their hard work, and helps to make sure that they feel happy and supported, week after week.

The County Commissioner will also provide direction for the County, and will help others see the bigger Scouting picture through solid leadership.

We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management.

CORE SKILL AREAS

We've identified six core skill areas that make a good Scouting manager:



1. Providing direction

A good County Commissioner will create a vision for Scouting in their County, and provide clear leadership to implement that vision.

2. Working with people

It is vital that a County Commissioner can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

3. Achieving results

Good County Commissioners ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scouting Districts. Forging links within the local community is also an important aspect of development.

4. Enabling change

It is important for County Commissioners to encourage volunteers to think of creative ways to improve Scouting across the County. They should then provide the support to implement appropriate changes.

5. Using resources

A good County Commissioner will ensure that information and resources are available, helping volunteers across the County to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good County Commissioner should use their time effectively, and be willing to continue to learn and improve their skills.

NEXT STEPS

Thank you for your interest in volunteering. On pages 5 and 6, you'll find a role description and person specification. There is further information about Scouting on pages 7 and 8, and the County Commissioner nomination and application forms are on pages 9 and 10.

You can apply for the role yourself using the application form, or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to.

For more information, or for an informal chat about this vacancy, please contact:

Name:

Phone:

Email:

ROLE DESCRIPTION

ROLE OUTLINE:

To manage and support the Scout County to ensure it runs effectively, and that Scouting within the County develops in accordance with the rules and policies of The Scout Association. To ensure the County provides good quality Scouting for young people, and proactively supports and manages adults.

RESPONSIBLE TO: Regional Commissioner

RESPONSIBLE FOR:

- District Commissioners
- Deputy County Commissioners
- Assistant County Commissioners
- County Network Scout Commissioner
- County Training Manager
- County Scout Active Support Managers
- County Scouters
- County Advisers
- County Media Development Manager

APPOINTMENT REQUIREMENTS:

Must complete the relevant training (wood badge) within three years of taking up the role. Must be eligible for charity trustee status (as a member of the County Executive Committee).

MAIN TASKS:

- Ensure that the County thrives and has the best systems in place to support Scout Districts, to support all adults in the County, and to develop Scouting.
- Provide line management and support to adults in the County who directly report to you, including setting objectives for their work and holding regular reviews and one-to-one meetings.
- Produce a vision for the County and implement a development plan to meet that vision.
- Ensure that a challenging, exciting and balanced Programme is offered to young people in Scout Groups across the County.
- Ensure that the County has an adequate team of supported and appropriate adults, working effectively together and with others to meet the needs of the area.
- Ensure that problems within the County are resolved so that excellent Scouting is provided to young people.
- Work with the Regional Commissioner and other County Commissioners in the Region to share ideas and implement initiatives to support Scouting in the County.

Note: Some of the County Commissioner's tasks may be delegated to others in the County, including Deputy County Commissioner(s), if appointed.

A more detailed role description can be found at: <http://bit.ly/2fo4Tc3>

PERSON SPECIFICATION

Knowledge and experience	Essential/Desirable
Ability to manage adults effectively	Essential
Understanding of the challenges of working in the voluntary sector	Desirable
Experience of working with young people and/or community work with adult groups	Desirable
Experience of working in the Scout or Guide Movements as an adult	Desirable
Skills	Essential/Desirable
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership for the County	Essential
Provides strategic direction for the County	Essential
Motivates adults volunteering in the County	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time	Essential
Can construct and implement long-term plans that improve and expand the Scouting offered to young people, and identify any training, resources and other needs required to undertake this work	Essential
Can use basic computer software	Essential
Personal qualities	Essential/Desirable
An understanding of the needs of adult volunteers	Essential
Flexible approach	Essential
Self-motivated	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic and enthusiastic about the job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential

FUNDAMENTALS OF SCOUTING

The following outlines the fundamental values and methods of the Scout Movement, and explains why and how we run our organisation in the way we do.

THE PURPOSE OF SCOUTING

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

THE VALUES OF SCOUTING

As Scouts, we are guided by these values:

Integrity	We act with integrity; we are honest, trustworthy and loyal.
Respect	We have self-respect and respect for others.
Care	We support others and take care of the world in which we live.
Belief	We explore our faiths, beliefs and attitudes.
Co-operation	We make a positive difference; we cooperate with others and make friends.

THE SCOUT METHOD

Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting. This will involve:

- Young people and adults enjoying what they are doing and have fun
- Taking part in activities indoors and outdoors
- Learning by doing
- Sharing in spiritual reflection
- Taking responsibility and making choices
- Undertaking new and challenging activities
- Making and trying to live by the Scout Promise.

YOUNG PEOPLE FIRST

The 'young people first' code of practice, or Yellow Card, sets out a code of acceptable behaviour for all adults in Scouting.

Every adult receives a Yellow Card as part of their ongoing training.

CODE OF BEHAVIOUR



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- Do** keep to this code at all times.
- Do** treat everyone with dignity and respect.
- Do** set an example for others to follow.
- Do** treat all young people equally – do not show favouritism.
- Do** plan activities that involve more than one other person being present, or at least are within sight and hearing of others.
- Do** follow the recommended adult-to-young-people ratios for meetings and activities.
- Do** respect a young person's right to personal privacy.
- Do** avoid unacceptable situations within a relationship of trust, for example a sexual relationship with a young person who is over the age of consent.

- Do** have separate sleeping accommodation for young people, adults and Young Leaders working with a younger section.
- Do** allow young people to talk about any concerns they may have.
- Do** encourage others to challenge attitudes or behaviour they do not like.
- Do** avoid being drawn into inappropriate attention-seeking behaviour, for example tantrums and crushes.
- Do** make everyone – young people, parents and carers, Young Leaders and other helpers – aware of our safeguarding arrangements.
- Do** remember this code at sensitive moments, for example when helping someone who has been bullied, bereaved or abused.
- Do** tell other leaders where you are and what you are doing.
- Do** remember someone else might misinterpret your actions, even if you mean well.
- Do** take allegations or concerns of abuse seriously and refer them to your Group Scout Leader or District Commissioner immediately.

- Do not** trivialise abuse.
- Do not** form a relationship with a young person that is an abuse of trust.
- Do not** drink alcohol when you are directly responsible for young people and never allow young people on Scouting activities to drink alcohol.
- Do not** allow abusive activities, for example initiation ceremonies or bullying.
- Do not** take part in inappropriate behaviour or contact, whether physical, verbal or sexual.
- Do not** take part in physical contact games with young people.
- Do not** make suggestive remarks or threats to a young person, even in fun.
- Do not** use inappropriate language when writing, phoning, emailing or using the internet.
- Do not** let allegations, suspicions or concerns about abuse go unreported.
- Do not** rely just on your good name to protect you.

NOMINATION FORM

If you think you know the right person for this County Commissioner role, please complete the nomination form below. Nominating an individual does not commit them to applying, but, if they choose to, they will be required to complete a more thorough application form.

Nominee's details

Name

Telephone number

Email address

Please outline why you felt motivated to nominate this person for the role of County Commissioner:

Nominated by

Telephone number

Email address

Please return this form to:

The closing date for receiving nominations is:

VACANCY PACK: COUNTY COMMISSIONER

APPLICATION FORM

If you are interested for applying for this County Commissioner role, please complete the application form below.

Name

Telephone number

Email address

Please outline why you want to apply for the role of County Commissioner:

Please briefly explain why you would be suitable for this role, including professional and voluntary experience, within or outside Scouting (refer to role description):

Please describe the skills you would bring to this role (refer to person specification):

Please return this form to:

The closing date for receiving nominations is: