



Interview Questions

District Commissioner Search

Below are a number of suggestions for the Interview Panels to use for a DC interview. It is suggested that you use them as appropriate to cover the needs of your District. This is not designed to replace the interview held by the Appointments Committee.

The District Commissioner's Role

- Tell us a little about yourself (professional and scouting) so that we can get an idea about how you came to where we are today?
- What do you think are the key tasks for a District Commissioner and how do you think you are suited to achieving them?
- What areas will you need help and support with?
- What do you believe your personal challenge will be and how do you envisage overcoming that challenge?
- Can you describe how you will fit the responsibilities of the District Commissioner role into your life?

The District Team

- The DC role is vast and requires support from a good team. What skills and qualities will you be looking for in your team members?
- How would you support your teams so they perform at their best and work together as a team?
- In providing a sound management structure for the District, how will you develop the District Executive Committee, and ensure that it is effective?
- How will you ensure everyone knows what you are doing and what your plans are?

Supporting Adults and Recognising Volunteers Contributions

- Scouting evokes deep passion in many volunteers, this occasionally develops into challenges between individuals. What skills do you feel you are able to bring into this environment to bring out the best of both sides?
- Can you give an example of where you previously have had to manage change? What were the biggest blockers and how did you overcome them?
- Valuing people can be an important part of managing a team. Showing value in a tangible way can be an important tool. How do you recognise and value people?

Development Questions

- What do you see as the biggest opportunity for the District?
- How do you plan to ensure that the District fully represents the communities it serves?
- Tell us a little about your plans for the involvement of young people in decision making?
- What initiatives would you encourage to further improve the growth of the Scout Groups?
- Today's society places different challenges on young people. Scouting values are key to the delivery of our programme. How can we remain modern and remain true to scouting values?
- How do you see the development of Explorer Scouts and Scout Network working in the District?

Formality Questions

- Details here Is there anything that may appear on a DBS check that may give us cause for concern?
- Is there anything in your background that may bar you from becoming a trustee?
- Are you happy to support the key policies of the Scout Association?
- Are you willing and able to make The Scout Promise?
- If offered, would you accept the role, if you were unsuccessful, how would it affect you?
- Have you any questions for us?