



# Interview Questions

## Group Scout Leader Search

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

### The Group Scout Leader'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 GSL 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?

### The Group

- How would you support your leadership team so they perform at their best and work together as a team?
- 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?
- In providing a sound management structure for the Group, how will you develop the Group Executive Committee, and ensure that it is effective?
- How will you ensure everyone knows what you are doing and what your plans are?

### Development Questions

- What do you see as the biggest opportunity for the Group?
- How do you plan to ensure that the Group 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 sections?
- Describe how you will ensure that a challenging, exciting and balanced programme is offered to the young people in the Scout Group.

### 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?