# You’re hired!

### A fun programme to help you find your next Explorer Leader

The people that know the most about what makes a good Explorer Leader are Explorer Scouts themselves. Use your expertise to help us to recruit more volunteers!

#### Part 1 - What makes the perfect Explorer Scout Leader?

What qualities would your ideal leader have? Think of things your current leaders do well (or not so well). Are there any obvious gaps in the current team? Do you have some budding sailors, but your leaders are scared of water? Some music maestros, but with tone deaf leaders? Don’t forget skills – such as fire lighting - can be taught, but qualities – like patience and willingness to learn – are more connected to someone’s personality.

Part 2 – Who are you?

A chance to think of actual people you know, that might have some of the skills and qualities you want. Remember, it doesn’t have to be one person that ticks every box – you could come up with a team of 4 that together make a ‘Super Leader’! They might be busy, but hey, don’t forget you are offering them fun and adventure in return. Only they will know whether they are able to have the time to help.

Alongside this, you can advertise. Think about what you would find appealing in an advert for your Unit? How would you sell the opportunity to someone with no Scouting knowledge? How would you interest the ex-Explorer and tempt them to return?

Part 3 – The BIG ask

Now you have your list of names and a variety of ads up your sleeve, you need to think about how you will seal the deal. What might you need to tell your potential recruit? Try and avoid talking in Scouting lingo and instead talk about the tasks and activities you do. Will they need reassuring about the time commitment, or their lack of Scouting experience? If you want someone with IT knowledge, it doesn’t really matter if they cant put up a tent – we can teach them that!

Where can you put your adverts to get maximum results? There is no point putting them where they cant be seen, or where people are too busy to stop and look. Do they have clear contact details on so that people that are interested can get in touch?

And just remember…

* They don’t have to have any Scouting experience
* They don’t have to help every week (for the rest of their lives)
* You don’t need to restrict yourselves to one person
* The minimum age is 18. There is no upper age limit
* Busy people are often very good at ‘making time’ when it matters – let them decide whether they are too busy
* Talk to people about tasks and activities, rather than saying you need an Explorer Scout Leader
* Its ok to ask family members to help – while we can’t promise they won’t embarrass you at all, we can certainly keep them busy enough to keep them out of too much mischief
* Think outside the box – sometimes what feels like a silly idea can give amazing results!