

Top Tips for Manager Searches

Searching for new GSLs/DCs/CCs can be a challenging and time-consuming task. However, the RST have produced some good practical guidelines to help make the process as straight forward and transparent as possible. Search Guides are available for each role and support the Search Group through the process.

General Tips

* It might be helpful if the Search Chair is slightly removed from the Group/District/County
* Look for what you need, not what you’ve had before! Consider different approaches to management – ‘Team DC’, different team structures and look outside of Scouting. It’s about finding the person or people with the right skills, not just experience
* Use of the resources available on the Brand Centre
* Consider what else is going on in your area that might affect your timescales as well as any local issues and general feelings that could influence the reception you get when you start the Search
* Utilise your training team, they know lots of people and are good at getting messages across

**Name Generation**

* Start with a District Directory
* Be objective – just because one individual doesn’t see eye to eye, or dislikes the person, doesn’t mean they won’t make a good manager

**Promoting the Role**

* This is one of the most important parts of the process, take your time to get this right and talk to people – tell everyone!
* Be accessible, inclusive and creative with how you get spread the message
* Think about who you want to reach and the necessary skills and experience when making your plan
* Start with face to face communication where you can
* Highlight the ongoing support
* Remember, nominating candidates doesn’t commit them to anything
* Don’t assume that someone won’t want to do the role – if you don’t ask, you’ll never know

**Nominees**

* An informal event can be a great way to find out more about your nominees and their expectations of the role
* Once people have been nominated/self-nominated, a more thorough application form can be used to gather more information

**Interviews**

* Include supporting documents with the invites, not everyone will have a Scouting background
* Keep the interview informal, remember anyone that’s successful will still need to see the Appointments Advisory Committee
* Be prepared to provide constructive feedback to all candidates