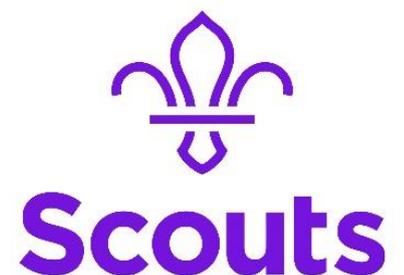




Preparing young people with skills for life

**UK Leadership Team
Application Pack**



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About us

Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 6 to 25 year olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities.

Scouts helps children and young adults reach their full potential. Our members gain valuable skills for life including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness and commitment. We help young people to get jobs, save lives and even change the world.



What do Scouts do?

Scouts take part in a wide range of activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a Scout you can learn survival skills, first aid, computer programming or even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, get outdoors, express your creativity and experience the wider world.

What do volunteers do?

This everyday adventure is only possible thanks to our team of adult volunteers, who support Scouts in a wide range of roles from working directly with young people, to helping manage a local community based Group, to being a charity trustee. We help volunteers get the most out of their experiences at Scouts by providing opportunities for adventure, training, fun and friendship.

Our award winning training scheme for volunteers means that adults get as much from Scouts as young people. Our approach focuses on what you want to get out of volunteering with Scouts, while respecting how much time you can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

Key facts and figures

The Scout Association is a UK charity founded in 1907 and now boasts a membership of over 620,000 young people and adult leaders. We are the largest mixed youth movement in the UK. Scouting activity is delivered through 7,000-plus community based Scout Groups nationwide.

Scouting is widely recognised and is one of the most trusted charities in the UK, giving it a significant level of influence and responsibility. Scouting's greatest strength lies in its grass roots. It is locally that Scouting is best able to identify and work directly with young people most in need.

We believe that through the everyday adventure of Scouting, young people and adult volunteers regularly experience new challenges that enrich and change their lives.

The current focus for the Trustees and those in Scouting in the UK is delivering our strategic vision.

Our strategy

Our strategic plan for Scouting across the UK describes our aims through to 2023 and grows on the success of our previous plan.

UK Leadership Team (the volunteer team of commissioners that leads Scouting across the UK) plays a key part in leading the delivery of this strategy. More details on our plan are available at scouts.org.uk/about-us/strategy



Scouting's fundamentals



Our mission

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

Our values

As Scouts, we are guided by these values:

- Integrity
- Respect
- Care
- Belief
- Co-operation

Further information on our fundamentals, including details of our values, are provided on our website at scouts.org.uk/about-us/key-policies/fundamentals-of-scouting

Scouting's key policies

In common with all members in Scouting, UK Leadership Team roles are required to promote and follow our key policies. The policies cover, amongst other important aspects:

- Safeguarding
- Safety
- Equal Opportunities
- Religion
- Privacy and Data Protection

These policies are fully explained on our website at scouts.org.uk/about-us/key-policies

UK Leadership Team Roles

Overview

These are exciting volunteer opportunities to lead and support our members as we recover from the impact of the global pandemic and help young people gain skills for life. In September 2021, we will be forming a new UK Leadership Team (UKLT) led by our new UK Chief Commissioner, Carl Hankinson, and we have five opportunities to join the team:

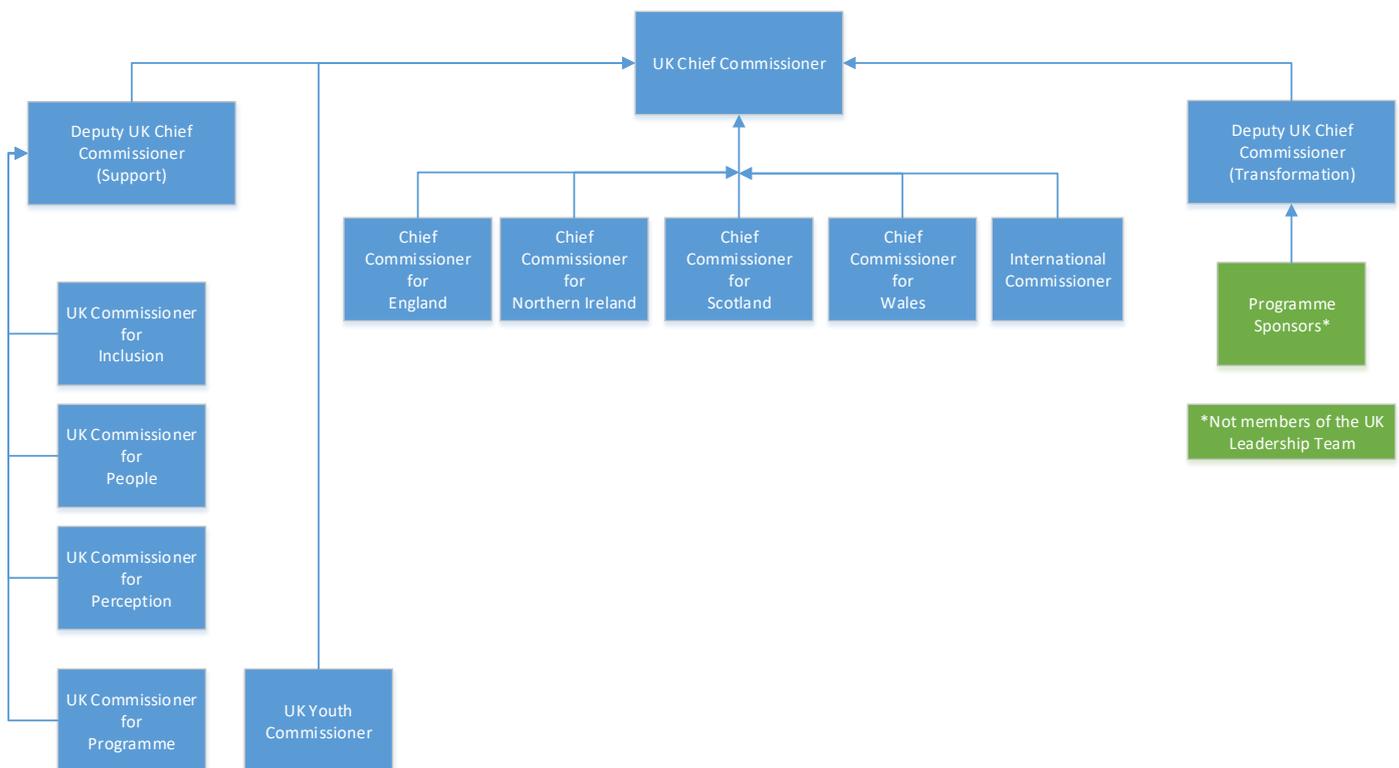
- Deputy UK Chief Commissioner (Support)
- Deputy UK Chief Commissioner (Transformation)
- Chief Commissioner of England
- UK Commissioner for People
- UK Commissioner for Programme

Working in partnership with the UK Leadership Team and staff colleagues to deliver the transformation work need to realise our strategy, we have one vacancy to join the team of Programme Sponsors:

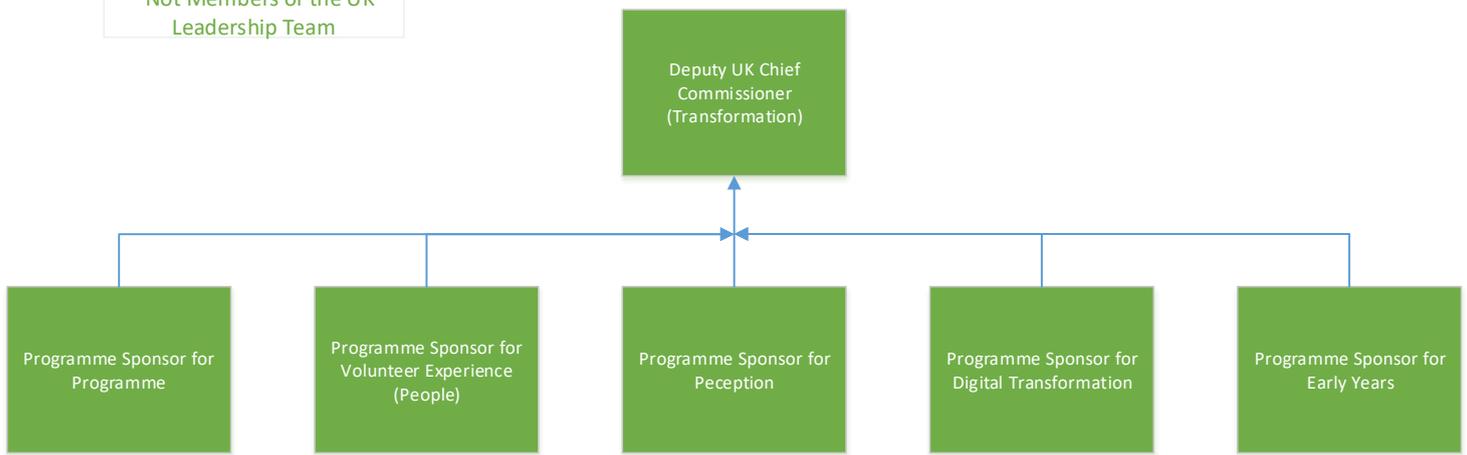
- Programme Sponsor for Volunteer Experience

These structure charts demonstrate how these roles fit into our structure:

UK Leadership Team Structure



Programme Sponsor Roles
*Not Members of the UK
Leadership Team



Some candidates may feel they have all the skills and experience necessary to undertake these roles, whilst others may feel they have some of the skills and experience, and have the potential to grow into one of the roles. We really welcome applications from all candidates. Previous volunteering experience at a national level is helpful but not at all necessary. We're particularly keen to build a team that reflects our diverse membership and so we particularly welcome applications from members across a wide range of demographics.

This pack contains an overview and role description for each role. The roles will commence in September 2021 and the term is between three and five years, in agreement with the respective volunteer line manager. A comprehensive induction will be offered as will ongoing support.

For further information or to arrange an informal discussion about the roles please contact Carl Hankinson, UK Chief Commissioner (Designate) at carl.hankinson@scouts.org.uk or Ross Maloney, Chief Operating Officer, at ross.maloney@scouts.org.uk.

Role profile: Deputy UK Chief Commissioner (Support)

Role description

Purpose:	The purpose of this role is to: assist the UK Chief Commissioner in providing inspirational strategic and operational leadership to our movement; effectively lead and motivate a number of UK Leadership Team members in a collaborative way to ensure we offer co-ordinated and highly effective support to our membership; work closely with the Deputy UK Chief Commissioner (Transformation) to ensure our membership value and adopt the outputs from our strategic transformation programmes.
Appointed by:	UK Chief Commissioner (working with a search group and the HQ Appointments Committee)
Responsible to:	UK Chief Commissioner
Responsible for:	<ul style="list-style-type: none"> • UK Commissioner for Inclusion • UK Commissioner for Programme • UK Commissioner for People • UK Commissioner for Perception
Main contacts:	<ul style="list-style-type: none"> • UK Leadership Team • Senior Leadership Team • Board of Trustees • Chairs of Trustee Board Committees • National volunteers • Regional Commissioners (England), County Commissioners and equivalents across the Nations plus British Scouting Overseas • Operations and Transformation Directorate Leadership Team • Nations Headquarters' volunteer and staff teams • Other Headquarters staff
External contacts:	<ul style="list-style-type: none"> • Girlguiding volunteers and staff • European Scout Office and World Scout Bureau volunteers and staff • Other relevant UK based organisations
Key tasks:	<ul style="list-style-type: none"> • Work closely with colleagues in the UK Leadership Team and the staff team to ensure we are proud of the support we offer our membership. • Work closely with the UK Chief Commissioner and Deputy UK Chief Commissioner (Transformation) to ensure that our national volunteer teams enjoy their roles and are highly effective at delivering. • Lead the creation of, and contribute to, where appropriate, national policy developments. • Lead the implementation of policies agreed by the Board of Trustees (and/or its Committees) throughout the movement. • Ensure that allocated teams work to clear and agreed plans based on approved operational Project Initiation Documents and Project Assessment Matrices. • Motivate, lead and manage effective teams of national volunteers. • Coach and mentor national volunteers to ensure we develop potential across our national volunteer teams. • Contribute as a member of the UK Leadership Team at meetings and other national events, and where appropriate represent The Scouts at public events. • Maintain highly effective working relationships with national volunteers and staff.

	<ul style="list-style-type: none"> Meet with volunteer and staff colleagues on a regular basis to review operational matters, as required.
Time commitment:	On average, eighteen weekends (or part weekends) per year, half of which will be in central London or Gilwell Park. In addition, six to eight hours per week to manage communications and attend meetings remotely. Two or three days per year, mid-week, may be required.
Terms of appointment:	<p>The appointment is for an initial term of three to five years (subject to annual review with the UK Chief Commissioner), with the potential for re-appointment for a further period.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with The Scouts' Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a Manager Wood Badge.</p> <p>The applicant must become a member of The Scouts including successful conclusion of our National Vetting Process and making the Promise.</p>

Person specification

Anyone currently or willing to become a member of The Scout Association and aged over 18 is eligible to apply for this role. During the selection process you will be asked to demonstrate that:

You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated.
- Proactively contribute to strategy development and the identification of practical actions to deliver agreed strategic goals.
- Deliver results against an agreed set of objectives and plans.
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way.
- Be a strong advocate for Scouting by mobilising and motivating people to get engaged and involved so as to deliver skills for life to more young people.
- Work in true partnership with national volunteers and staff in line with the National Volunteers and Staff Policy.
- Mentor and coach volunteers, identifying and developing potential.
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently.
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media.
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Undertake the appropriate adult training requirements.

You have the following:

- Knowledge of UK Scouting including its Purpose, Method, Values and structure.
- Experience of effectively leading, managing and coaching volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing volunteers across a wide geographical area.
- Experience of mentoring and/or coaching individuals to develop and realise potential.

- Experience of formulating proposals for consideration by the Board of Trustees, Committees and/or Teams with the ability to articulate the key points at meetings, as appropriate.

You have the following characteristics:

- Approachable at all reasonable times.
- A demonstrable commitment to the Fundamentals of Scouting.
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining an enhanced disclosure.

Role profile: Deputy UK Chief Commissioner (Transformation)

Role description

Purpose:	The purpose of this role is to: assist the UK Chief Commissioner in providing inspirational strategic and operational leadership to our movement; to lead our transformation Programme Sponsors in a collaborative and co-ordinated way to realise the implementation of our strategic transformation programmes; work closely with UK Leadership Team and staff colleagues to ensure we offer co-ordinated and effective support to our membership; and work closely with the Deputy UK Chief Commissioner (Support) and Chief Commissioners in Nations to ensure our membership value and adopt the outputs from our strategic transformation programmes.
Appointed by:	UK Chief Commissioner (working with a search group and the HQ Appointments Committee)
Responsible to:	UK Chief Commissioner
Responsible for:	<ul style="list-style-type: none"> • Transformation Programme Sponsor (Programme) • Transformation Programme Sponsor (People) • Transformation Programme Sponsor (Perception) • Transformation Programme Sponsor (Early Years) • Transformation Programme Sponsor (Digital Transformation)
Main contacts:	<ul style="list-style-type: none"> • UK Leadership Team • Senior Leadership Team • Board of Trustees • Chairs of Trustee Board Committees • National volunteers • Regional Commissioners (England), County Commissioners and equivalents across the Nations plus British Scouting Overseas • Operations and Transformation Directorate Leadership Team • Nations Headquarters' volunteer and staff teams • Other Headquarters staff
External contacts:	<ul style="list-style-type: none"> • Girlguiding volunteers and staff • European Scout Office and World Scout Bureau volunteers and staff • Other relevant UK based organisations
Key tasks:	<ul style="list-style-type: none"> • Work closely with colleagues in the UK Leadership Team and the staff team to ensure we are proud of the support we offer our membership. • Work closely with the UK Chief Commissioner and Deputy UK Chief Commissioner (Support) to ensure that our national volunteer teams enjoy their roles and are highly effective at delivering. • Lead the creation of, and contribute to, where appropriate, national policy developments. • Lead the implementation of policies agreed by the Board of Trustees (and/or its Committees) throughout the movement. • Ensure that allocated teams work to clear and agreed plans based on approved operational Project Initiation Documents and Project Assessment Matrices. • Motivate, lead and manage effective teams of national volunteers. • Coach and mentor national volunteers to ensure we develop potential across our national volunteer teams. • Contribute as a member of the UK Leadership Team at meetings and other national events, and where appropriate represent The Scouts at public events.

	<ul style="list-style-type: none"> • Maintain highly effective working relationships with national volunteers and staff. • Meet with volunteer and staff colleagues on a regular basis to review operational matters, as required.
Time commitment:	On average, eighteen weekends (or part weekends) per year, half of which will be in central London or Gilwell Park. In addition, six to eight hours per week to manage communications and attend meetings remotely. Two or three days per year, mid-week, may be required.
Terms of appointment:	<p>The appointment is for an initial term of three to five years (subject to annual review with the UK Chief Commissioner), with the potential for re-appointment for a further period.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with The Scouts' Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a Manager Wood Badge.</p> <p>The applicant must become a member of The Scouts including successful conclusion of our National Vetting Process and making the Promise.</p>

Person specification

Anyone currently or willing to become a member of The Scout Association and aged over 18 is eligible to apply for this role. During the selection process you will be asked to demonstrate that:

You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated.
- Proactively contribute to strategy development and the identification of practical actions to deliver agreed strategic goals.
- Deliver results against an agreed set of objectives and plans.
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way.
- Be a strong advocate for Scouting by mobilising and motivating people to get engaged and involved so as to deliver skills for life to more young people.
- Work in true partnership with national volunteers and staff in line with the National Volunteers and Staff Policy.
- Mentor and coach volunteers, identifying and developing potential.
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently.
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media.
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Undertake the appropriate adult training requirements.

You have the following:

- Knowledge of UK Scouting including its Purpose, Method, Values and structure.
- Experience of effectively leading, managing and coaching volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing volunteers across a wide geographical area.
- Experience of mentoring and/or coaching individuals to develop and realise potential.

- Experience of formulating proposals for consideration by the Board of Trustees, Committees and/or Teams with the ability to articulate the key points at meetings, as appropriate.

You have the following characteristics:

- Approachable at all reasonable times.
- A demonstrable commitment to the Fundamentals of Scouting.
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining an enhanced disclosure.

Role profile: Chief Commissioner of England

Role description

Purpose:	The purpose of this role is to: provide inspirational strategic and operational leadership to our membership in England; work closely with UK Leadership Team and staff colleagues to ensure we offer co-ordinated and effective support to our membership in England; contribute to the direction of national Scouting through active participation in the UK Leadership Team; and to work closely with the Deputy UK Chief Commissioner (Transformation) to ensure our membership in England value and adopt the outputs from our strategic transformation programmes.
Appointed by:	UK Chief Commissioner (working with a selection panel and via the HQ Appointments Committee)
Responsible to:	UK Chief Commissioner
Responsible for:	<ul style="list-style-type: none"> • Deputy Chief Commissioner(s) of England • Regional Commissioners (England) • Other England level appointed volunteers
Main contacts:	<ul style="list-style-type: none"> • UK Leadership Team • Senior Leadership Team • Board of Trustees • Chairs of Trustee Board Committees • Team England • County Commissioners and their teams across England • Head of Member Support (England) • National volunteers • Operations and Transformation Directorate Leadership Team • Other Headquarters staff
External contacts:	<ul style="list-style-type: none"> • Girlguiding volunteers and staff • Relevant statutory and voluntary sector organisations and agencies working across England
Key tasks:	<ul style="list-style-type: none"> • Build, motivate and coach an effective Team England that provides proactive line management support to our membership in England. • Appoint and lead Regional Commissioners (England) to ensure our County Commissioners in England are highly effective, are inspired and enjoy their volunteering. • Contribute as a member of the UK Leadership Team at meetings and other national events, and where appropriate represent The Scouts at public events. • Lead the creation of, and contribute to, where appropriate, national policy developments. • Lead the implementation of policies agreed by the Board of Trustees (and/or its Committees) throughout the England. • Maintain highly effective working relationships with national volunteers and staff. • Coach and mentor national volunteers to ensure we develop potential across our national volunteer teams. • Meet with volunteer and staff colleagues on a regular basis to review operational matters, as required.
Time commitment:	On average, eighteen weekends (or part weekends) per year, half of which will be in central London or Gilwell Park. In addition, six to eight hours per week to

	manage communications and attend meetings remotely. Two or three days per year, mid-week, may be required.
Terms of appointment:	<p>The appointment is for an initial term of three to five years (subject to annual review with the UK Chief Commissioner), with the potential for re-appointment for a further period.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with The Scouts' Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a Manager Wood Badge.</p> <p>The applicant must become a member of The Scouts including successful conclusion of our National Vetting Process and making the Promise.</p>

Person specification

Anyone currently or willing to become a member of The Scout Association and aged over 18 is eligible to apply for this role. During the selection process you will be asked to demonstrate that:

You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated.
- Proactively contribute to strategy development and the identification of practical actions to deliver agreed strategic goals.
- Deliver results against an agreed set of objectives and plans.
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way.
- Be a strong advocate for Scouting by mobilising and motivating people to get engaged and involved so as to deliver skills for life to more young people.
- Work in true partnership with national volunteers and staff in line with the National Volunteers and Staff Policy.
- Mentor and coach volunteers, identifying and developing potential.
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently.
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media.
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Undertake the appropriate adult training requirements.

You have the following:

- Knowledge of UK Scouting including its Purpose, Method, Values and structure.
- Experience of effectively leading, managing and coaching volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing volunteers across a wide geographical area.
- Experience of mentoring and/or coaching individuals to develop and realise potential.
- Experience of formulating proposals for consideration by the Board of Trustees, Committees and/or Teams with the ability to articulate the key points at meetings, as appropriate.

You have the following characteristics:

- Approachable at all reasonable times.
- A demonstrable commitment to the Fundamentals of Scouting.
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining an enhanced disclosure.

Role profile: UK Commissioner for People

Role description

Purpose:	The purpose of this role is to: lead the implementation of a comprehensive people strategy for volunteers in Scouting; maintain a framework of support for our current volunteers to enable them to deliver and support a high quality programme for young people; structure a national volunteer team that is highly collaborative and works in partnership with other national volunteer and staff teams; bring together volunteer and staff colleagues to develop, report on and be accountable for the implementation of plans to meet our operational and strategic objectives; and advise the UK Leadership Team and Board Committees on the needs of our volunteers, and implement the provision of direct support on these issues to the movement.
Appointed by:	UK Chief Commissioner (working with a selection panel and via the HQ Appointments Committee)
Responsible to:	Deputy UK Chief Commissioner (Support)
Responsible for:	<ul style="list-style-type: none"> • Volunteer Head of Governance • Volunteer Head of Training • Volunteer Head of Volunteer Experience
Main contacts:	<ul style="list-style-type: none"> • UK Leadership Team • Senior Leadership Team • Board of Trustees • Chairs of Trustee Board Committees • National volunteers (especially Programme Sponsors, Boards and Teams) • Nations Headquarters' volunteer and staff teams (especially People/Volunteering roles) • Member Support Department staff team (especially Chief Membership Officer) • Operations and Transformation Directorate Leadership Team • Other Headquarters staff
External contacts:	<ul style="list-style-type: none"> • Girlguiding volunteers and staff (especially People/Volunteering roles) • European Scout Office and World Scout Bureau volunteers and staff (especially People/Volunteering roles) • Relevant statutory and voluntary sector organisations and agencies working across England
Key tasks:	<ul style="list-style-type: none"> • Build, motivate and coach an effective People Team that provides proactive support to our membership on implementing the volunteer experience. • Ensure that allocated teams work to clear and agreed plans based on approved operational Project Initiation Documents and Project Assessment Matrices in support of maintaining a framework of support for our current volunteers to enable them to deliver and support a high quality programme for young people. • Contribute as a member of the UK Leadership Team at meetings and other national events, and where appropriate represent The Scouts at public events. • Lead the creation of, and contribute to, where appropriate, national policy developments. • Lead the implementation of policies agreed by the Board of Trustees (and/or its Committees) throughout the movement. • Maintain highly effective working relationships with national volunteers and staff.

	<ul style="list-style-type: none"> • Work in partnership with the UK Commissioner for Inclusion to ensure that all aspects of the volunteer experience are inclusive to the broadest range of people. • Coach and mentor national volunteers to ensure we develop potential across our national volunteer teams. • Meet with volunteer and staff colleagues on a regular basis to review operational matters, as required.
Time commitment:	On average, eighteen weekends (or part weekends) per year, half of which will be in central London or Gilwell Park. In addition, six to eight hours per week to manage communications and attend meetings remotely. Two or three days per year, mid-week, may be required.
Terms of appointment:	<p>The appointment is for an initial term of three to five years (subject to annual review with the Deputy UK Chief Commissioner (Support)), with the potential for re-appointment for a further period.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with The Scouts' Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a Manager Wood Badge.</p> <p>The applicant must become a member of The Scouts including successful conclusion of our National Vetting Process and making the Promise.</p>

Person specification

Anyone currently or willing to become a member of The Scout Association and aged over 18 is eligible to apply for this role. During the selection process you will be asked to demonstrate that:

You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated.
- Proactively contribute to strategy development and the identification of practical actions to deliver agreed strategic goals.
- Deliver results against an agreed set of objectives and plans.
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way.
- Be a strong advocate for Scouting by mobilising and motivating people to get engaged and involved so as to deliver skills for life to more young people.
- Work in true partnership with national volunteers and staff in line with the National Volunteers and Staff Policy.
- Mentor and coach volunteers, identifying and developing potential.
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently.
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media.
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Undertake the appropriate adult training requirements.

You have the following:

- Knowledge of UK Scouting including its Purpose, Method, Values and structure.
- Experience of effectively leading, managing and coaching volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing volunteers across a wide geographical area.
- Experience of mentoring and/or coaching individuals to develop and realise potential.
- Experience of formulating proposals for consideration by the Board of Trustees, Committees and/or Teams with the ability to articulate the key points at meetings, as appropriate.

You have the following characteristics

- Approachable at all reasonable times.
- A demonstrable commitment to the Fundamentals of Scouting.
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining an enhanced disclosure.

Role profile: UK Commissioner for Programme

Role description

Purpose:	The purpose of this role is to: lead the strategic development of our youth programme resulting in more young people gaining skills for life; provide the enablers for the implementation and maintenance of a quality youth programme; structure a volunteer team that operates effectively together and in conjunction with other national volunteer teams; bring together volunteer and staff colleagues to develop, report on and be accountable for the implementation of plans to meet our operational and strategic objectives; and advise the UK Leadership Team and Board Committees on the delivery of a quality programme, and implement the provision of direct support on these issues to the movement.
Appointed by:	UK Chief Commissioner (working with a selection panel and via the HQ Appointments Committee)
Responsible to:	Deputy UK Chief Commissioner (Support)
Responsible for:	<ul style="list-style-type: none"> • Volunteer Head of Curriculum • Volunteer Head of Compliance (Adventurous Activities) • Sectional Advisers (Beavers, Cubs, Scouts, Explorers and Scout Network) • Head of Scout Active Support • Air Scouting Adviser • Sea Scouting Adviser • Volunteer Head of Events
Main contacts:	<ul style="list-style-type: none"> • UK Leadership Team • Senior Leadership Team • Board of Trustees • Chairs of Trustee Board Committees • National volunteers (especially Programme Sponsors, Boards and Teams) • Nations Headquarters' volunteer and staff teams (especially Programme roles) • Programme Department staff team (especially Chief Programme Officer) • Operations and Transformation Directorate Leadership Team • Other Headquarters staff
External contacts:	<ul style="list-style-type: none"> • Girlguiding volunteers and staff (especially Programme roles) • European Scout Office and World Scout Bureau volunteers and staff (especially Programme roles) • Relevant statutory and voluntary sector organisations and agencies working across England
Key tasks:	<ul style="list-style-type: none"> • Build, motivate and coach an effective Programme Team that provides proactive Programme delivery support to our membership. • Ensure that allocated teams work to clear and agreed plans based on approved operational Project Initiation Documents and Project Assessment Matrices in support of developing and delivering a high quality Programme for young people. • Contribute as a member of the UK Leadership Team at meetings and other national events, and where appropriate represent The Scouts at public events. • Lead the creation of, and contribute to, where appropriate, national policy developments. • Lead the implementation of policies agreed by the Board of Trustees (and/or its Committees) throughout the movement.

	<ul style="list-style-type: none"> • Maintain highly effective working relationships with national volunteers and staff. • Coach and mentor national volunteers to ensure we develop potential across our national volunteer teams. • Meet with volunteer and staff colleagues on a regular basis to review operational matters, as required.
Time commitment:	On average, eighteen weekends (or part weekends) per year, half of which will be in central London or Gilwell Park. In addition, six to eight hours per week to manage communications and attend meetings remotely. Two or three days per year, mid-week, may be required.
Terms of appointment:	<p>The appointment is for an initial term of three to five years (subject to annual review with the UK Chief Commissioner), with the potential for re-appointment for a further period.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with The Scouts' Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a Manager Wood Badge.</p> <p>The applicant must become a member of The Scouts including successful conclusion of our National Vetting Process and making the Promise.</p>

Person specification

Anyone currently or willing to become a member of The Scout Association and aged over 18 is eligible to apply for this role. During the selection process you will be asked to demonstrate that:

You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated.
- Proactively contribute to strategy development and the identification of practical actions to deliver agreed strategic goals.
- Deliver results against an agreed set of objectives and plans.
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way.
- Be a strong advocate for Scouting by mobilising and motivating people to get engaged and involved so as to deliver skills for life to more young people.
- Work in true partnership with national volunteers and staff in line with the National Volunteers and Staff Policy.
- Mentor and coach volunteers, identifying and developing potential.
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently.
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media.
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Undertake the appropriate adult training requirements.

You have the following:

- Knowledge of UK Scouting including its Purpose, Method, Values and structure.
- Experience of effectively leading, managing and coaching volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing volunteers across a wide geographical area.
- Experience of mentoring and/or coaching individuals to develop and realise potential.
- Experience of formulating proposals for consideration by the Board of Trustees, Committees and/or Teams with the ability to articulate the key points at meetings, as appropriate.

You have the following characteristics

- Approachable at all reasonable times.
- A demonstrable commitment to the Fundamentals of Scouting.
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining an enhanced disclosure.

Role profile: Programme Sponsor for Volunteer Experience

Role description

<p>Purpose:</p>	<p>The purpose of this role is to: be the voice of our volunteers within the transformation programme and work in partnership with the Senior Responsible Owner (SRO), a staff colleague, to deliver the approved outcomes of the programme. Those are:</p> <ul style="list-style-type: none"> • volunteers being appointed and inducted (including completing initial training) faster and being retained for longer • having a more diverse range of volunteers representative of their local communities • the learning experience for volunteers is digitally enabled and delivered both remotely and physically • more Section Leaders having acquired more and improved skills for life • a quality and adventurous programme being consistently delivered to the maximum size sections, enabling young people to acquire better skills for life • more youth members considering more of their Section Leaders to be amazing • improved perception of the benefits of Scouting by young people.
<p>Appointed by:</p>	<p>UK Chief Commissioner (working with a selection panel and via the HQ Appointments Committee)</p>
<p>Responsible to:</p>	<p>Deputy UK Chief Commissioner (Transformation)</p>
<p>Responsible for:</p>	<ul style="list-style-type: none"> • Volunteer Experience Programme Leadership Team
<p>Main contacts:</p>	<ul style="list-style-type: none"> • Volunteers and staff colleagues within the Volunteer Experience programme • Other Programme Sponsors • UK Leadership Team • Senior Leadership Team • Chairs of Trustee Board Committees • National volunteers • Regional Commissioners (England), County Commissioners and equivalents across the Nations plus British Scouting Overseas • Operations and Transformation Directorate Leadership Team • Nations Headquarters' volunteer and staff teams • Other Headquarters staff
<p>External contacts:</p>	<ul style="list-style-type: none"> • Girlguiding volunteers and staff • Other relevant UK based organisations
<p>Key tasks:</p>	<ul style="list-style-type: none"> • Work closely with colleagues in the Programme Leadership Team, Programme Board and across the transformation portfolio to ensure we deliver the approved objectives of the programme. • Work closely with the Senior Responsible Owner and to ensure that our teams enjoy their roles and are highly effective at delivering. • Lead the creation of, and contribute to, where appropriate, national policy developments. • Lead the implementation of policies agreed by the Board of Trustees (and/or its Committees) throughout the movement. • Ensure that allocated teams work to clear and agreed plans based on approved operational Project Initiation Documents and Project Assessment Matrices. • Motivate, lead and manage effective teams of national volunteers.

	<ul style="list-style-type: none"> • Coach and mentor national volunteers to ensure we develop potential across our national volunteer teams. • Contribute as a member of the Programme Sponsors team, and where appropriate represent The Scouts at public events. • Maintain highly effective working relationships with national volunteers and staff. • Meet with volunteer and staff colleagues on a regular basis to review operational matters, as required.
Time commitment:	On average, six weekends (or part weekends) per year, half of which will be in central London or Gilwell Park. In addition, six to eight hours per week to manage communications and attend meetings remotely. Two or three days per year, mid-week, may be required.
Terms of appointment:	<p>The appointment is for an initial term of three years (subject to annual review with the Deputy UKCC), with the potential for re-appointment for a further period. This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with The Scouts' Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a Manager Wood Badge. The applicant must become a member of The Scouts including successful conclusion of our National Vetting Process and making the Promise.</p>

Person specification

Anyone currently or willing to become a member of The Scout Association and aged over 18 is eligible to apply for this role. During the selection process you will be asked to demonstrate that:

You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated.
- Proactively contribute to strategy development and the identification of practical actions to deliver agreed strategic goals.
- Deliver results against an agreed set of objectives and plans.
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way.
- Be a strong advocate for Scouting by mobilising and motivating people to get engaged and involved so as to deliver skills for life to more young people.
- Work in true partnership with national volunteers and staff in line with the National Volunteers and Staff Policy.
- Mentor and coach volunteers, identifying and developing potential.
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently.
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media.
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Undertake the appropriate adult training requirements.

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How to apply

Key dates

The closing date for applications is **Thursday 1 July 2021 at 17:00**.

Shortlisted applicants will be invited to a selection event on **Sunday 18 July or Saturday 31 July or Sunday 1 August 2021**. It would be helpful if you could confirm availability for any of these dates.

Process

The process of supporting the UK Chief Commissioner (Designate) in making an appointment to the role is undertaken by a selection panel. The selection panel is keen to receive applications for the roles from a wide range of individuals. When completing the application form please provide as much relevant information as possible as this will assist the selection panel in considering who may be best suited for any of the roles. **Please refer to the role description and address each of the items listed in the person specification** to help the selection panel understand how you meet the requirements of the role. It may be helpful to include experiences outside of Scouting that are relevant to the role such as in professional or other volunteer capacities.

The selection panel will create a shortlist of candidates for a formal selection process which we expect to take place in July and August, as detailed above, and will involve a formal interview with members of the selection panel. Further details on the specifics of the selection process and what it will entail will be provided to shortlisted applicants.

Selection Panel

The selection panel is chaired by Carl Hankinson, UK Chief Commissioner (Designate), and has the following members:

- Sanjay Chandarana, Deputy County Commissioner (Greater London Middlesex West)
- Carl Hankinson, UK Chief Commissioner (Designate)
- Liz Henderson, County Commissioner (Somerset)
- Ella MacLeod, Trustee
- Ross Maloney, Deputy Chief Executive and Chief Operating Officer
- Rhian Moore, Chief Commissioner of Wales

Further information

For further information or to arrange an informal discussion about the roles please contact Carl Hankinson, UK Chief Commissioner (Designate) at carl.hankinson@scouts.org.uk or Ross Maloney, Chief Operating Officer, at ross.maloney@scouts.org.uk.

Application Form – STRICTLY CONFIDENTIAL

(use the word version of this form and the boxes will expand as you enter text)

Role(s):	
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Name:	
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Address:	
-----------------	--

Telephone:	Daytime	Evening

Email:	
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Membership number:	
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Please explain why you are suitable for this role, including relevant professional and voluntary experience from inside or outside of Scouting:

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Please describe the relevant skills and experience that you have for the role (please refer to the role description and address each of the items listed in the person specification section):

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Please outline the reason(s) why you felt motivated to apply:

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This form must be returned to the Administration Team (by email at slt.admin@scouts.org.uk) no later than Thursday 1 July 2021 at 17:00.