

Help lead and shape the future of Scouting in England



**England Leadership Team
Volunteer Vacancies**


Scouts
England

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Introduction to England Leadership Team

It is an exciting time to be involved in Scouting as we adjust and recover from the coronavirus pandemic whilst continuing our current strategy to prepare better futures and deliver skills for life to young people who want to access Scouting.

Following my appointment as Chief Commissioner of England, I am looking to expand and develop a new leadership and support team for Scouting in England. We are looking to identify enthusiastic and talented individuals who can lead and support Scouting in England as we implement our ambitious transformation plans as part of our Skills for Life strategy.



Sam Morris, Chief
Commissioner of England

I like to think of the England Leadership Team as an inclusive team, which currently includes our staff colleagues within the Regional Services Team and the eight Regional Commissioners, all focused on how we support the 60 County Commissioners who manage Scouting across the country. You will be joining a team of talented, focused volunteers who are all passionate about bringing brilliant Scouting to every young person who wants to take part, and enjoy having fun in the process.

We are looking for individuals who can lead and support by being a great coach, critical friend and motivator to get the best from the people our team is here to support. Joining the team now provides the opportunity to be at forefront of our continued success within Scouting. I believe that we can create the best teams by matching roles to people, rather than trying to fit people to pre-defined roles, so at this time we are carrying out an open recruitment process culminating in a weekend on 25-27 February 2022 at Gilwell Park (subject to pandemic-related restrictions at the time). Go to page 7 to see the sorts of things that we are looking for new volunteers to join the team to support with, and if you have something to offer that you don't see then I would encourage you to apply and **tell us what you might bring to the team that we've not thought about yet.**

It is my ambition to create the best possible team to lead England Scouts, and I believe that we will do that by inviting and involving volunteers from different walks of life with different experiences, different skills and perspectives. **So at this time we are really keen to provide opportunities for people to develop their skills, interests and experience in Scouting in a supportive and enjoyable way.** You do not need years of experience in Scouts or in life, we are looking to identify volunteers with potential and enthusiasm for what we are here to achieve together for young people who we can help develop along the way.

Read on to find out more about how you or someone you know could get involved – give it a go, apply yourself or nominate someone you know today!

How to apply or nominate someone

Process

Thank you for your interest in volunteering with the England Leadership Team. On the following pages you will find more information about the roles/tasks that we are looking to appoint volunteers for, as well as what the team is all about and what's in it for you as a volunteer joining us.

You can apply for the role yourself using the application form, or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to. Apply or nominate online:

[Apply yourself](#)

[Nominate someone else](#)

A search group has been put together to oversee this process and will review all applications and nominations in order to make decisions as to who to invite to attend the weekend residential selection event in February 2022 (subject to pandemic-related restrictions at the time).

Key dates

The closing date for applications is midnight on **Sunday 16 January 2022**.

The residential selection weekend for this process will take place on 26 -27 February 2022 at Gilwell Park Scout Adventures Centre, in the event of pandemic-related restrictions which prevent us from running this event then we will revert to an alternative method on these dates. **Travel costs to attend should not be a barrier to applying, we can arrange reimbursement or provide direct support with bookings etc.**

Further information

For more information, or for an informal chat about joining the England Leadership Team, please [book a time](#) to arrange to speak Sam Morris, Chief Commissioner of England.

We are particularly keen to hear from applicants who are underrepresented in our leadership roles including people from Black, Asian and/or minority ethnic backgrounds and women, as well as people with lived experience of supporting less affluent young people and communities.



Why you should read on...

Can you answer yes to these questions?

- Do you enjoy volunteering in Scouts?
 - Do you have ideas for how we could make Scouts even better or easier for volunteers to be brilliant in their roles?
 - Do you enjoy being part of a fun and caring team?
-

Creating a new England Leadership Team is not (just) about appointing Deputy Chief Commissioners or even new Regional Commissioners, we want the best people in the team so that we can do the best possible job for our volunteers across the country. We also want to provide opportunities for people to experience and learn about how Scouting works at a national level by getting involved in the team.

We are particularly keen to hear from applicants who are underrepresented in our leadership roles including people from Black, Asian and/or minority ethnic backgrounds and women, as well as people with lived experience of supporting less affluent young people and communities.

Joining the team isn't just about having all the skills and all the experiences to do the role from day one – Scouts is just as much about us as adults using and developing our own skills as it is about creating opportunities for young people to build Skills for Life.

What would I be doing in a new role in the team?

Your day-to-day tasks within a role will depend on the role and area you end up joining, but we anticipate that the following key tasks will feature in some form for all roles:

- Think creatively about opportunities to provide support for volunteers to do their roles in Scouting
- Participate in team meetings and discussions to help shape decision making
- Respond to emails from members and the wider team to provide advice or handle requests
- Design and/or implement methods to assist with our transformation activities
- Support team members or other Scouts volunteers by contributing ideas or coaching them to find solutions to their challenges
- Represent the team and national Scouting within Counties and Districts by attending events

What's in it for me?

Supporting and leading volunteers provides so much more opportunity and experiences than with employees, what you can gain by doing this really well can be a **great asset for your professional life** as well as in Scouts. The issues and challenges that you find ways to tackle will stretch you as an individual and as a leader and you'll find yourself **discovering new things that you are capable of achieving**.

The work of our team is all about people and one of the incredible benefits of volunteering in any role in Scouts is the teams of people you get to work with. You will join an incredible **team of dedicated people** leading Scouting in England. **You will get to inspire, motivate, shape and support the development of this team**, building friendships and establishing a sense of camaraderie focused around our mission for young people.

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then volunteering in this team definitely provides all of that. You will get to see the difference that Scouts makes to so many young people's lives on a national scale, helping them developing skills for life, fostering friendships and providing so many incredible and unforgettable experiences.

In the England Leadership Team you will have an **important role to lead the progress of our strategy**. You will have the **opportunity to learn** more about how Scouting works at UK Headquarters, and be in a position to shape and contribute to the way we work.

And if you're reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, ask yourself **if not me, then who? If not now, then when?**



So what could I be doing if I joined the team?

Through this open recruitment activity we are looking for people who could end up supporting in one or more of the following activity areas, the anticipated time commitment will vary depending on the tasks/role you take on.

Leadership <ul style="list-style-type: none">As a Regional Commissioner for one of our eight English Regions, leading and supporting a team of County Commissioners to deliver our Skills For Life strategy within their Scout Districts. We have 2 current Regional Commissioner vacancies within the team but we are also keen to identify people who might be the Regional Commissioners of the future.As a team leader for one of the functional support areas below.	
Programme Support <ul style="list-style-type: none">Providing support to County Programme Leads (Deputy County Commissioners – Programme, Assistant County Commissioners – Section Support)Providing support for Counties around adventurous activities and riskProviding support for Counties around international experiencesProviding support for large events being organised in Counties	Supporting our volunteer experience <ul style="list-style-type: none">Co-ordinating the logistics for induction, tonboarding and training for new County Commissioners and Regional CommissionersProviding support for Counties to manage the current Adult Training Scheme, working with Assistant Regional Commissioners (Training)Support the England Leadership Team by co-ordinating and providing administrative support for the appointments process/search processes for County Commissioners and Regional Commissioners
Specific Support Areas	
Administrative/organisational Support <ul style="list-style-type: none">Organising meetings; venues, logistics etcMinute taking/action recordingManaging our England recognition Initiatives such as our growth champion mini-figs	Creative Support <ul style="list-style-type: none">Producing presentation materials for use at conferences and speaking engagementsProducing/maintaining resources for search processesProducing/maintaining support materials in collaboration with subject matter experts
<ul style="list-style-type: none">Overseeing and providing data/analytics resources to support our compliance efforts with CountiesCo-ordinating support for Regional Commissioners and County Commissioners for complaints/resolutions including support for case handlers and investigationsCo-ordinating logistics around awards for adult volunteers, liaising with the HQ Awards Team and Counties	

“As a young boy, Scouting gave me a confidence and camaraderie that is hard to find in modern life. Kids in the UK need a sense of belonging and community more than ever. I’m proud to be the Chief Scout in the world’s greatest youth movement. It is the biggest privilege I have ever had – more than [serving in] the SAS or [climbing] Everest.” Bear Grylls, Chief Scout

The England Leadership Team

The England Leadership Team exists to:

- Provide formal leadership to all of Scouting operating within the 60 Scout Counties within England to ensure the successful delivery of our Skills For Life strategy
- Provide strategic leadership and inspiration to volunteers who lead, manage and deliver Scouting within England
- Provide support, encouragement and prioritisation to ensure that UK Scouting's strategic objectives are achieved within all Scout Groups, Districts and Counties operating within England
- Operate as part of the UK Headquarters team, championing and influencing the strategic design and development of UK Scouting's programme, policies and services on behalf of members within England

How do we do this:

In England we provide leadership to our 60 Scout Counties through eight Regional Commissioners whose role is to inspire, encourage and support their 'region' of County Commissioners and their teams to achieve UK Scouting's strategic objectives by focusing on those priorities identified within the England Leadership Team. *NB a Scouting Region in England is a method for organising and providing leadership to Scout Counties, it is not a federated charitable entity as with Scout Districts and Counties.*

What does this look like:

- We appoint volunteers to lead our Counties as County Commissioners.
- We induct, provide key learning and support so that County Commissioners can create and deliver a plan to achieve UK Scouting's objectives within their County
- We create opportunities for collaboration within and across Counties and the whole of England for County Commissioners and their teams through meetings, events and forums at the scale most appropriate depending on focus, geography, resources and burden on volunteers
- We deliver and co-ordinate the provision of learning for volunteers in leadership and management roles at the most appropriate scale across multiple Counties
- We provide support and management to ensure that mandatory requirements within our rules and policies are adhered to as well as resolving any disputes in relation to these where not appropriate to be dealt with in Counties or elsewhere

A typical year of activities for the England Leadership Team:

- 3x weekend residential meetings to come together, collaborate on priorities, learn from successes and challenges
- 3-4x weekend meetings for County Commissioners within each 'region', led by the Regional Commissioner (other members of the England Leadership Team may also attend to lead agenda items and/or network with County Commissioners)
- 2x weekend meetings for all 60 County Commissioners, led by the Chief Commissioner and England Leadership Team
- Subject-specific or role-specific conference/workshop style events for all or multiple Counties within a 'region' driven by identified need by County Commissioners in that 'region', aligned to current priorities to achieve our strategic objectives
- Adhoc attendance at County Conferences, AGMs or similar events to represent the England Leadership Team/UK Scouting and present to inspire and motivate attendees.
- Involvement in/attendance at UK strategic programme/project meetings to contribute to design and development work

What we are looking for?

For all roles within the team:

Skills and abilities

- Ability to use digital technology well, including Microsoft Office programs (Word, Excel, PowerPoint) as well as email and online digital platforms including mobile apps such as WhatsApp.
- Ability to communicate well, orally and in writing
- Ability to listen to others and counsel when necessary
- Specific task-related skills, depending on the tasks/support areas you are interested in getting involved with (for example; administration or analysing/presenting data)

Knowledge and experience

- Knowledge and experience of what we do in Scouting to deliver programme to young people (this might be as a youth member, parent or existing volunteer)
- Specific knowledge about a specific area of our work that you are interested in supporting

Personal qualities

- Inspirational, energetic, and enthusiastic about the role
- Open to new ideas and motivated to deliver change
- Approachable at all reasonable times
- Committed to the Values and Fundamentals of Scouts
- Committed to your own personal development
- Self-motivated
- Able to travel to attend meetings

For leadership roles responsible for directly leading and supporting a team:

Skills and abilities

- Ability to organise, lead and motivate a group of volunteers to get things done
- Ability to speak and present publicly in a clear, articulate and motivating way
- Ability to effectively chair meetings
- Ability to be assertive and cope with challenging situations

Knowledge and experience

- Experience of the effective management and leadership of volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing adults across a wide geographical area and from various backgrounds.
- Recent experience in a leadership role within Scouts would be highly advantageous, particularly as a District or County Commissioner or Deputy (but is not essential if you can empathise with people who volunteer in these roles)

Personal qualities

- Inspirational and able to create followership amongst other volunteers in Scouts

Regional Commissioner vacancies x2

North East and North West England

As part of this recruitment process we are looking to appoint two new volunteers to join the team as Regional Commissioners in the North East and North West England Regions.

The Regional Commissioner is a key volunteer leadership role in England responsible, on behalf of the Chief Commissioner, for providing positive and inspiring leadership to the County Commissioners within their Region to empower them to deliver our Skills for Life strategy. North East England has eight Counties, North West England has eight Counties and one Island.

North East England Counties

1. Central Yorkshire
2. Cleveland
3. Durham
4. Humberside
5. Northumberland
6. North Yorkshire
7. South Yorkshire
8. West Yorkshire

North West England Counties

1. Cheshire
2. Cumbria
3. East Lancashire
4. Greater Manchester East
5. Greater Manchester North
6. Greater Manchester West
7. Isle of Man
8. Merseyside
9. West Lancashire

Core Leadership Skill Areas for Regional Commissioners

We've identified six core skill areas that enable good leadership in Scouting:

1. Providing direction

A good leader will create a vision for Scouting within their area of responsibility and provide clear leadership to implement that vision.

2. Working with people

It is vital that a leader can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the Values and Fundamentals of Scouting.

3. Achieving results

Good leaders in Scouting ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between different teams in Scouting.

4. Enabling change

It is important to encourage volunteers to think of creative ways to improve Scouting within their area of responsibility. They should then provide the support to implement appropriate changes.

5. Using resources

A good leader will ensure that information and resources are available, helping volunteers to continue to provide excellent Scouting opportunities to young people.

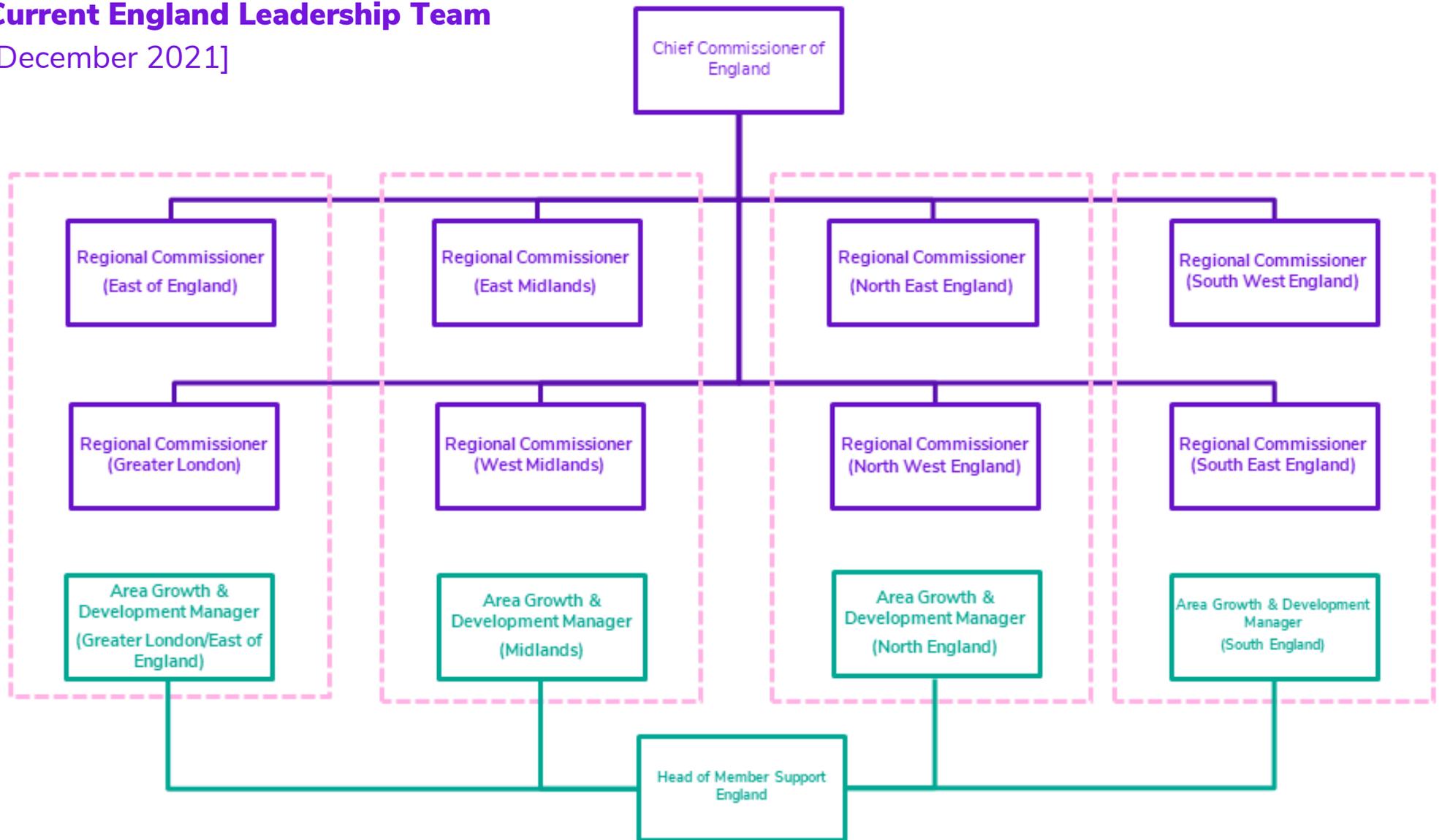
6. Managing time and personal skills

A good leader in Scouting should use their time effectively, and be willing to continue to learn and improve their skills.



Current England Leadership Team

[December 2021]



Induction for new Regional Commissioners

Induction plan delivered by the Regional Services Team

New Regional Commissioners will receive a series of face to face and remote interactions with the Area Growth & Development Manager, in conjunction with the Chief Commissioner, as part of a structured induction for the role.

Headquarters Volunteer Induction Days

Volunteers within the England Leadership Team are appointed by UK Headquarters and as such are a key part of the Headquarters Team, working in partnership with staff colleagues employed by the national charity, who are responsible for managing a range of nationally delivered services for local Scouting. New Regional Commissioners are invited to attend a Headquarters induction at The Scouts' national headquarters at Gilwell Park, London where you will have the chance to meet with key staff colleagues to put faces to names and explore the support available to you as part of the wider Headquarters team.



The Regional Services Team

The Regional Services Team is part of the UK Headquarters staff team within the Member Support Department, with field-based staff who cover the eight English regions. Teams of Growth & Development Officers, Funded Project Co-ordinators and Area Growth & Development Managers work alongside Group Scout Leaders, District, County and Regional Commissioners, as well as Assistant Regional Commissioners (Growth) to help open new sections, units and groups, provide tools to help existing groups to grow, provide training on adult recruitment, and support the induction of new volunteer managers in Scouting.

The Regional Commissioner is a key link between the Regional Services Team and local Scouting. Through close working and effective communication, Regional Commissioners develop plans with County Commissioners in the team to ensure the best use of resources to achieve Scouting's goals for the region, as agreed with the Chief Commissioner of England. One Area Growth & Development Manager manages the staff team for two English Regions and works closely with both Regional Commissioners. The Area Growth & Development Manager is line managed by the Head of Member Support England.

Induction for other roles being appointed through this process

Custom induction plans will be created for other roles appointed to the team to ensure that new volunteers are given a positive and informative welcome to set them up for success in their new roles. This will depend on the role/tasks new volunteers take on within the team as well as previous experience and knowledge of UKHQ but is likely to involve input from the Chief Commissioner and Head of Member Support England alongside other volunteers and staff involved in the work of the team.

About Scouts

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 strategic plan

By 2025 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Scouts has never been so important in helping young people prepare for the future, developing the skills they need to succeed in a changing world. Each week almost half a million young people enjoy fun, friendship and outdoor adventure. They develop a sense of optimism and strong values as well as the leadership and team working skills that are more valuable today than ever.

Our movement achieves remarkable things. We have continued to grow for 13 consecutive years. Our previous plan, Scouting for All, inspired new Groups and sections to start in an additional 834 areas of deprivation since 2013. We now help over 462,000 young people aged 6-18 (including 102,000 girls) get the best possible start in life. Our social action campaign, A Million Hands, has enabled over 200,000 young people to make a positive contribution in their local communities.

Now we want to go further. Skills for Life is a strategy that supports and empowers our volunteers who are the people that make Scouts a reality. It's a strategy to bring communities together and contribute towards a better society. But most of all, it's a strategy for young people. They deserve the best skills, the best support, and the best possible futures

Skills for Life

Our plan to prepare better futures 2018 - 2025

Our vision

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

Our goals

We will achieve the following goals against our four objectives:

Growth

- 50k more young people
- 10k more Section Leaders
- 5k more Young Leaders

Inclusivity

- The demographic of adult volunteers reflects society
- In 500 more areas of deprivation

Youth Shaped

- 250k young people shape their Scouting each year
- 50% young people achieve top awards

Community Impact

- 250k young people making a positive impact in their local communities each year
- 50% young people achieve top awards

Our three pillars of work

To meet these objectives, we will focus on three pillars of work:

Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.

People

More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.

Perception

Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

'We have a real opportunity to help more young people, from all backgrounds, especially in those communities worst affected by the pandemic.' Carl Hankinson, UK Chief Commissioner

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

<http://scouts.org.uk/about-us/key-policies/fundamentals-of-scouting/>

Scouting's key policies

In common with all members in Scouting, County Commissioners are required to promote and follow our key policies. The policies cover:

Fundamentals of Scouting

Religious policy

Equal opportunities

Safety

Development

Child protection

Data Protection

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