



Preparing young people with skills for life

British Scouting Overseas (Southern Europe)
District Commissioner Applicant 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.

Scouting 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

A strategic plan for Scouting across the UK has been introduced which will secure our strategic direction through to 2023 and will grow on the success of the previous plan. More details on the work towards the new plan are available at www.scouts.org.uk/ourplan. BSO's Area Development "Plan on a Page" aligns with the national strategy and provides a high-level intention of how we will deliver Scouting across BSO. BSO Area and District teams will play a key part in leading the delivery of this plan across the Area.



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

Further information on The Scouts strategic objectives is provided on their website at www.scouts.org.uk/ourplan

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 The Scouts' website at <https://www.scouts.org.uk/por/1-fundamentals-of-scouting/>



Scouting's key policies

In common with all members in Scouting, all BSO roles are required to promote and follow our key policies which cover:

***Child Protection *Equal Opportunities *Religion *Safety**

These policies are fully explained on The Scouts' website at <https://www.scouts.org.uk/por/2-key-policies/>

About British Scouting Overseas

British Scouting Overseas (BSO) allows members of UK Scouting to take part in the UK programme despite being outside of the United Kingdom. BSO is split in to 4 Scout Districts: Northern Europe, Southern Europe, Middle East and Rest of the World. According to the 2022 census we have a total membership of 3,200. Operating in 28 different countries, each with their own legislation, is a unique challenge to BSO. This requires strong working relationships with National Scout Organisations and local government in our host countries are encouraged to ensure our members have a rewarding and safe experience as part of BSO.

About Southern Europe District

The Southern Europe District currently comprises of 9 Scout Groups throughout Spain (including the Canary Islands), France and Italy, with a total membership of 657 (2022 Census). In the last 5 years, the district has seen an overall 37% increase in membership (young people and adults). Although numbers declined during the Pandemic, our January 2022 membership figures demonstrate good recovery and the number of people involved throughout the District are at the highest they have been since 2002. Most of the Groups are separated by some considerable geographical distance. The District Leadership Team work collaboratively and in close co-operation with the Groups to bring everyone together to deliver the District Strategy and with a series of joint activities, events and camps.

The role

Role description

Purpose:	To manage and support British Scouting Overseas Southern Europe District to ensure it runs effectively and develops in accordance with the rules and policies of The Scout Association so that that the District provides good quality Scouting for young people and proactively supports and manages adults in the District.
Appointed by:	Area Commissioner
Responsible to:	Area Commissioner & District Executive
Responsible for:	Deputy District Commissioners, Group Scout Leaders, District Explorer Scout Commissioner, District Scout Network Leaders, Assistant District Commissioners, District Scout Active Support Managers, District Scouters, District Advisers, Nights Away Advisers, District Media Development Manager
Internal contacts:	Area Commissioner, Deputy & Assistant Area Commissioners, Other Area District Commissioners, Deputy District Commissioners, Group Scout Leaders, District Explorer Scout Commissioner, District Scout Network Leaders, Assistant District Commissioners, District Scout Active Support Managers, District Scouters, District Advisers, Nights Away Advisers, District Media Development Manager, District Executive Officers
External contacts:	Local Commissioner(s) for British Girlguiding Overseas, key contacts in National Scout Organisations in countries where BSO operates
Terms of appointment:	<ul style="list-style-type: none">• The appointment will be initially for a 3-year period, with the potential for further extension following review.• The appointed volunteer is required to be (or become) a member of The Scouts and complete relevant training (Wood Badge) within 3 years of appointment.• The appointee must be eligible for charity trustee status and cleared to undertake regulated activity• As travel to the different countries within BSO & Southern Europe District may be required, the appointed volunteer should have a valid passport & travel permission from the time of application
Key tasks:	<ul style="list-style-type: none">• Ensure the delivery of a balanced programme throughout the district• Ensure the provision of safe Scouting across the District. This will include DBS compliance monitoring and those new adults attain the Getting Started modules within the first five months of their appointment.• Review, develop and implement a Southern Europe District Strategy which aligns with The Scouts Skills for Life 2018-23 Strategy and BSO's Area Plan on a Page.• Provide line management and support to adults in the district that directly report to the District Commissioner.• Ensure the District has an adequate team of supported and appropriate adults working effectively together to meet the needs of BSO.• Ensure that issues within the district are resolved so that quality Scouting is provided to young people.• Work in partnership with the District Executive to ensure objectives contained within the District Strategy are achieved.

Person specification

British Scouting Overseas is committed to increasing diversity, and maintaining an inclusive volunteering culture. We welcome applications from all qualified candidates regardless of their ethnicity, race, gender, religious beliefs, sexual orientation, age, marital status or whether or not they have a disability. We welcome all applications regardless of where you are located in the world.

Knowledge & Experience	
Ability to manage adults effectively	Essential
Understanding of the challenges of working in the voluntary sector	Essential
Experience of working with young people and/or community work with adult groups	Desirable
Experience or working in the Scout or Guide movement as an adult	Desirable
Experience of working with adults in different countries	Desirable
Understanding of the culture and context of working in Southern Europe	Desirable
Skills & Abilities	
Excellent written and communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership	Essential
Provides strategic direction	Essential
Ability to manage adults from a distance	Essential
Motivates adults	Essential
Can build and maintain relationships with a wide range of people	Essential
Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time and is able to commit the necessary time to undertake the role effectively	Essential
Can construct and implement long-term plans	Essential
Digitally literate and very comfortable with the use of video calling, Microsoft Word, Excel and PowerPoint.	Essential
Experience of Microsoft SharePoint, Microsoft Forms, Microsoft Planner, Microsoft Teams and online automation or project management tools.	Desirable
Personal Qualities	
An understanding of the needs of adult volunteers	Essential
Flexible approach	Essential
Self-motivated	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic and enthusiastic about the work of BSO	Essential
Acceptance of the fundamentals of the Scout Movement	Essential
Commitment to diversity and inclusion for all members of the community	Essential
Understand the impact that Scouting has on the community it serves	Essential

How to apply

Key dates

The closing date for applications is **12 noon (local UK time) Sunday 8th May 2022**

Process

To apply, please complete the form at the end of this pack and return to jordan.mccullough@britishscoutingoverseas.org.uk

Applications will be reviewed by the search group and shortlisted candidates will be invited for **interview during WEEK COMMENCING 23rd May 2022**. These are likely to be held via video-conferencing.

The appointment will likely be announced the following week.

The search group consists of:

- Jordan McCullough – Assistant Area Commissioner (Diversity & Inclusion)/Assistant District Commissioner (Growth & Development) (Search Team Chair)
- Nathan Prince – British Scouting Overseas Area Commissioner
- Shelly Burrows – District Commissioner Middle East
- Mairi Claire Dunlin – Area Adult Appointment Committee Member/GSL 2nd Kuala Lumpur
- Alice Mintoff – District Youth Commissioner/Assistant WSJ Unit Leader
- John Broxis – GSL 1st Chantilly

To support the development of all our adult volunteers, unsuccessful candidates at interview will be offered feedback from a member of the search group. Their current line manager will be informed of the application, so specific future development needs can be identified for the volunteer. If you do not wish for your line manager to be informed, please inform the search group at interview.

Further information

To organise an informal discussion about the role, please email Nathan Prince (Area Commissioner):

nathan.prince@britishscoutingoverseas.org.uk or Jordan McCullough (Chair of Search Team):

jordan.mccullough@britishscoutingoverseas.org.uk

More information regarding BSO can be found at <https://www.britishscoutingoverseas.org.uk> and more about the Southern Europe District can be found at: <https://southerneurope-bso.org.uk/>

Application Form – BSO DC (S.Europe)



If you are interested for applying for this role, please complete the application form below.

This form is used to collect information about you and / or your nomination for the above-mentioned role, which is to be used by the BSO search team. As part of this form, we collect personal data about you or your nominee. This is so we can contact your, or your nominee to ask for further information and explore your nomination or application. We do not share your personal data in this form with any third parties. We take your personal data privacy seriously. The data you provide to us is securely stored in secure online storage. We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods, and general information please visit our Data Protection Policy at <https://scouts.org.uk/dppolicy>

Name	
Telephone number	
Email address	
Please outline why you want to apply for the role:	
Please briefly explain why you would be suitable for this role, including professional and voluntary experience, within or outside Scouting (refer to role description):	
Please describe the skills you would bring to this role (refer to the six aspects specified in the Leadership and Management best practices as well as the person specification above):	
Please return this form to:	Jordan McCullough - jordan.mccullough@britishscoutingoverseas.org.uk
The closing date for receiving nominations is:	12 noon (local UK time) Sunday, 8th May 2022