



**Join our team to help
make volunteering
easier and more
rewarding.**

Deputy UK Commissioner for People

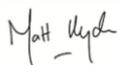
Welcome

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost half a million people aged 6-25 the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

At a time when communities are becoming more divided, we bring people together. We encourage our young people to do more, learn more and be more. We're a worldwide movement, creating stronger communities and inspiring positive futures. We welcome talent from all backgrounds and your contribution to help even more young people succeed in life.



Carl Hankinson, UK Chief Commissioner



Matt Hyde, Chief Executive



“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 People team

The Scouts '[Skills for Life](#)' strategy sets out our aims for the next four years. 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.

'People' is an essential pillar of work in achieving this. We are working to ensure that every volunteer is welcomed, supported, valued, gains new skills and has fun!

The People Team look at the here and now – making sure active volunteers are represented and supported to do their roles effectively. The team is made up of dedicated staff and volunteers just like you, all working together to transform volunteering at the Scouts.

With the support of our staff team throughout your time volunteering with us, we'll make sure you are able to help pave the way for the future of Scouts, whatever your background.

The role

We are looking for an excellent leader who is passionate about volunteering, understands the needs of volunteers and is willing to learn.

The Deputy is someone that can help lead a team, works well with others and is solutions focused. Working closely with the UK Commissioner for People, they are responsible for providing leadership across the People Team and the movement as a whole.

The primary focus of this role is to ensure that the People team can provide outstanding support to volunteers across the movement. This is achieved by leading the team of 3 Assistant UK Commissioners for People, each with their own focus on; Learning, Volunteer Journey and Governance.

You will also work in close partnership with our staff colleagues, particularly the Volunteering Design Manager, as part of the Volunteering Product Team which provides capacity to deliver improvements to volunteers in an agile way.

You can see a full role description at the end of this pack.

How we support you

Whatever your background, we want to make sure you are supported, empowered, and that you enjoy your time volunteering at a UK level. You'll be part of a friendly team of volunteers and staff members who will support you in your role. We will cover your expenses (according to the expenses policy) and support any other adjustments we can make to enable you to volunteer with us.

We will also help you develop your own skills. This is a fantastic role if you are looking to get experience in executive level decision making, strategic planning, leading others and working in a multi-disciplinary team. Don't worry if this is new to you, we'll pair you up with a buddy who can help you develop these skills.

How to get involved

Apply now

We want to hear from as many people as possible. To apply, choose **one** of the three options below:

- **Online form**

[Click here](#) to access the online application form

- **Written Application**

You can write an application and send it through to amy.grisdale@scouts.org.uk. Use the questions in the [online form](#) as a guide for the information we want to hear from you.

- **Video Application**

If you would prefer to talk through your responses to the questions, you can film your responses (10 minutes at most) and send them to amy.grisdale@scouts.org.uk. Don't worry, the video doesn't need to be fancy, we just want to hear from you.

The closing date for applications is **9am on Monday 30th May 2022**.

Selection process

We'll aim to get back to all expressions of interest by Friday 10th June with further information about what happens next, including upcoming opportunities to get involved.

We will be holding remote, informal interviews via Teams or phone for all the roles.

We'll be in touch to organise a mutually convenient time and date for the interview, which will be on Teams. These will be informal chats with volunteers and staff members from the team to find out more about you, your experience and what you're looking to achieve in the role as well as a chance for you to find out more about the role.

Further information

If you would like to discuss the roles in more detail, please contact one of us:

Amy Grisdale (she/her) – Volunteering Design Manager amy.grisdale@scouts.org.uk

Jack Caine (he/him) - UK Commissioner for People jack.caine@scouts.org.uk

Role Description:

Deputy UK Commissioner for People

Purpose of the role	The Deputy is responsible for providing leadership across the UK Commissioner for People Team. The primary focus of this role is to ensure that the UK Commissioner for People team can provide outstanding support to active volunteers across the movement.
Reports to	UK Commissioner for People
Responsible for	People Team (3 x Assistant UK Commissioner People roles), Volunteer Product Team and Deputising for UK Commissioner for People.
Contacts	<ul style="list-style-type: none">• UK Leadership Team• Assistant UK Commissioners for People• Programme Sponsors and Senior Responsible Owners• Volunteering Design Manager and the wider Product Team (staff members)• Other volunteers and staff colleagues involved in different projects.
Time commitment	You will be expected to engage for 8-10 weekends (or part weekends) a year. There are regular meeting cycles - during the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings).
Terms of appointment	<p>The appointment is for an initial term of up to 3 years.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a buddy and a training advisor to support them in their training for the role.</p> <p>The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.</p> <p>Applicants must be aged 18 or over.</p>

What we'd like from you (Person Specification)

Don't worry if you don't meet this specification right now. So long as you have the potential, we can support you to develop into the role.

Skills and abilities	<ul style="list-style-type: none">• You can lead and motivate others• You can organise people to get things done.• You are comfortable using a computer for basic tasks like emails and video calls• You can communicate clearly with others
-----------------------------	---

Knowledge and experience	<ul style="list-style-type: none"> • You'll have an interest, knowledge, or experience concerning volunteering processes and trends (essential) • You'll have experience of Scouts or a similar organisation, as a volunteer leader, youth member or parent of a youth member (desirable)
Personal qualities	<ul style="list-style-type: none"> • Passionate and enthusiastic about the role • Open to innovative ideas and motivated to deliver change • Approachable at all reasonable times • Committed to the Values and Fundamentals of Scouts • Committed to personal development • Self-motivated