

A photograph of three Scouts in a forest setting. In the foreground, a campfire with bright orange and yellow flames is burning. Three Scouts are standing around the fire. On the left, a boy in a dark blue jacket with a pink hood looks towards the center. In the middle, a boy in an orange jacket and a blue and yellow striped neckerchief holds a long wooden stick. On the right, a girl in a pink jacket and a blue and yellow striped neckerchief looks towards the boy in the middle. The background shows a wooden structure made of logs and trees in a forest.

Support and drive the growth of Scouting in the West Midlands

**Assistant Regional
Commissioner (Growth)
West Midlands**

Volunteer Vacancy Pack



Scouts
West Midlands

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Introduction to the West Midlands 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.

We are looking to identify an enthusiastic and talented individual who can support Scouting in the West Midlands as our new Assistant Regional Commissioner (Growth) as we implement our ambitious transformation plans as part of our Skills for Life strategy. The Assistant Regional Commissioner (Growth) is a key volunteer support role in England responsible, for providing practical support, insight and encouragement to empower our Counties to identify and take advantage of opportunities to grow our membership and provide even more young people with Skills for Life.



Dan Potter, Regional Commissioner, West Midlands

The England Team, encompassing our County Commissioners, as well as our eight Regional Commissioners and their Assistants is an inclusive team, which also includes our staff colleagues within the Regional Services Team, all focused on how we lead and support our 60 counties who deliver 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.

Why you should read on...

Can you answer yes to these questions?

- Do you enjoy volunteering in Scouts?
- Can you inspire and motivate volunteers in senior leadership roles in Scouts?
- Do you have ideas for how we could provide opportunities for more young people to become Scouts?
- Do you enjoy being part of a fun and caring team?

We want the best people in the team so that we can do the best possible job for our volunteers across the West Midlands.

We welcome applications and nominations from everyone interested in being a Regional Commissioner in Scouts including people 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.

How to apply or nominate someone

Process

Thank you for your interest in volunteering as Assistant Regional Commissioner within the West Midlands Team. On the following pages you will find more information about the role, 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 selection stage of this process.

Key dates

The closing date for applications is midnight on 10th July 2022.

Interview dates: Late July/early August 2022.

Further information

For more information, or for an informal chat contact Daniel.Potter@scouts.org.uk



What would I be doing as the Assistant Regional Commissioner (Growth)?

Purpose of the role

- Support counties within the West Midlands with a single-minded ambitiousness to grow our membership so that we can provide even more young people with the opportunity to develop Skills for Life
- To support the Regional Commissioner in being the conscience of the Movement in encouraging and supporting growth strategies/initiatives across the Region.
- Work closely with Regional team, which comprises County Commissioners and their relevant adult members, to encourage, support and deliver growth in their Counties, and the Districts within their Counties.
- This role, in partnership with the Area Growth and Development Manager, will support the Counties of the Region to achieve their growth aspirations and ambitions.

Key tasks

- Raise the profile of growth across the Region and energise County Commissioners, and other relevant volunteers (including Growth Leads) to achieve growth.
- Support Counties in their research and analysis to identify needs and sustainable opportunities for growth/development.
- Develop a network of contacts to attract new members, research new opportunities and oversee growth projects, making membership projections and forecasting activity, in line with County development plans.
- Develop, implement, and deliver the growth strategy across the Region in conjunction with County Commissioners and Regional Commissioner. The Regional Services Team have a number of models developed that will assist the role holder and others engaged in growth strategies, but equally, keeping an open mind as to how best to achieve this with the nuances of a local area will be key to driving success.
- Encourage and support the appointment of local (County/District) Growth ambassadors and drive best use of resources to achieve a greater representation in communities under-represented by Scouting and/or existing communities that need additional help in serving their young people's needs through Scouting.
- Collaborate closely with both HQ and local membership and the growth and development staff to deliver support on a number of growth initiatives such as...
 - Seeking out opportunities to 'test and learn' what can help deliver a step change in growth successes alongside like-minded members across the Region
 - Future leaders mentoring/coaching support iMOVEIT
 - Unpacking Census management information in a timely and meaningful way that the County teams can utilise to assist with the County development plan activities (i.e. identifying and establishing new provision, assisting and supporting existing Scout Groups / Sections in line with National/Regional strategies)
 - Establishing tasks and teams centred around growth initiatives (i.e. County programme leads).
- Support and encourage County / District Growth Leads in the work within their Counties / Districts to achieve growth through active leadership and networking. Offer choices, acknowledge and support local responsibility and avoid dictates.

- Work with County Commissioners and members of their County and District teams and others to identify and un-block any barriers to growth.
- Raise and support the awareness of the importance of a quality programme delivery to support growth in all Counties within the Region.
- Work in partnership with the relevant Area Growth and Development Manager.

What we are looking for?

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 both face to face and via online platforms
- Ability to be assertive and cope with challenging situations
- 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, Zoom, Teams etc for virtual meetings.
- Ability to communicate well, orally and in writing
- Ability to listen to others and counsel when necessary

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)
- 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)

Personal qualities

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

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.

As part of the West Midlands 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?**



Core Leadership Skill Areas for Assistant 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.



“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

About the West Midlands Region

The eight Counties are as follows:

Birmingham

Youth membership: 4823

Adult volunteers: 1936

Number of Scout Districts: 6

Number of Scout Groups: 90

City of Coventry

Youth membership: 1960

Adult volunteers: 773

Number of Scout Districts: 3

Number of Scout Groups: 33

Hereford & Worcester

Youth membership: 4974

Adult volunteers: 1810

Number of Scout Districts: 9

Number of Scout Groups: 94

Shropshire

Youth membership: 2370

Adult volunteers: 928

Number of Scout Districts: 3

Number of Scout Groups: 47

Solihull

Youth membership: 1882

Adult volunteers: 641

Number of Scout Districts: 2

Number of Scout Groups: 26

Staffordshire

Youth membership: 7151

Adult volunteers: 2967

Number of Scout Districts: 11

Number of Scout Groups: 122

Warwickshire

Youth membership: 4966

Adult volunteers: 1692

Number of Scout Districts: 8

Number of Scout Groups: 78

West Mercia

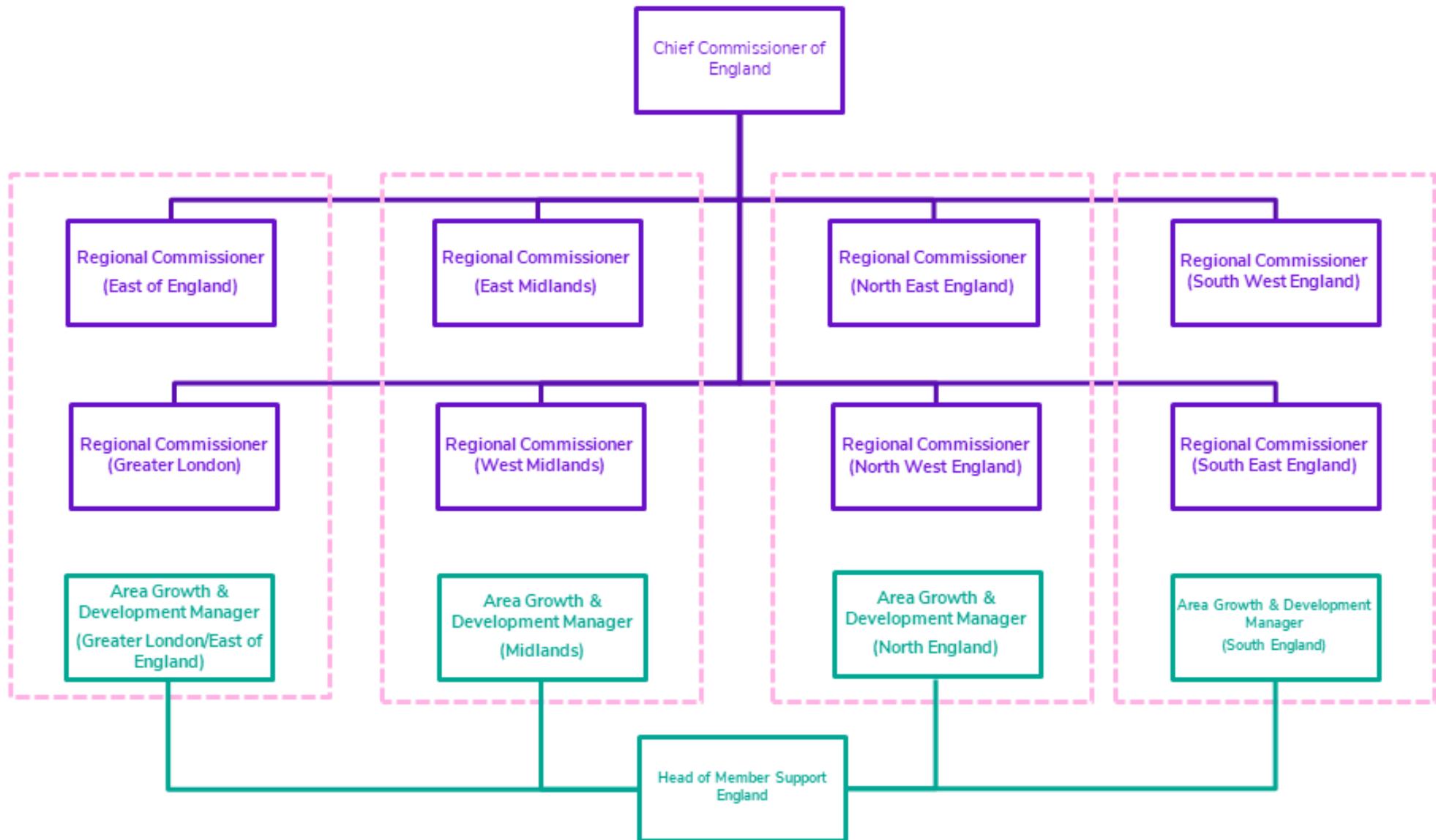
Youth membership: 4242

Adult volunteers: 1538

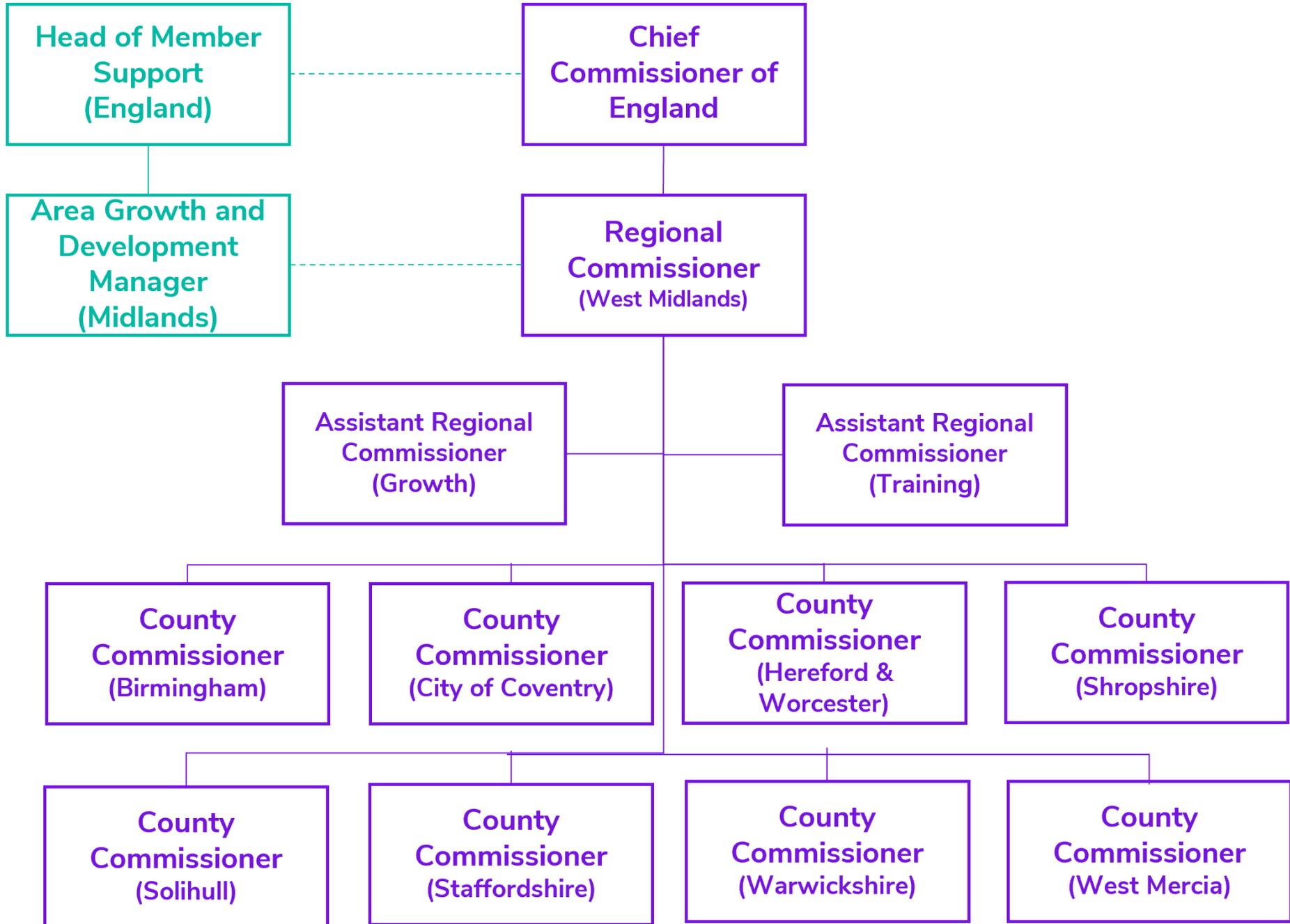
Number of Scout Districts: 9

Number of Scout Groups: 102

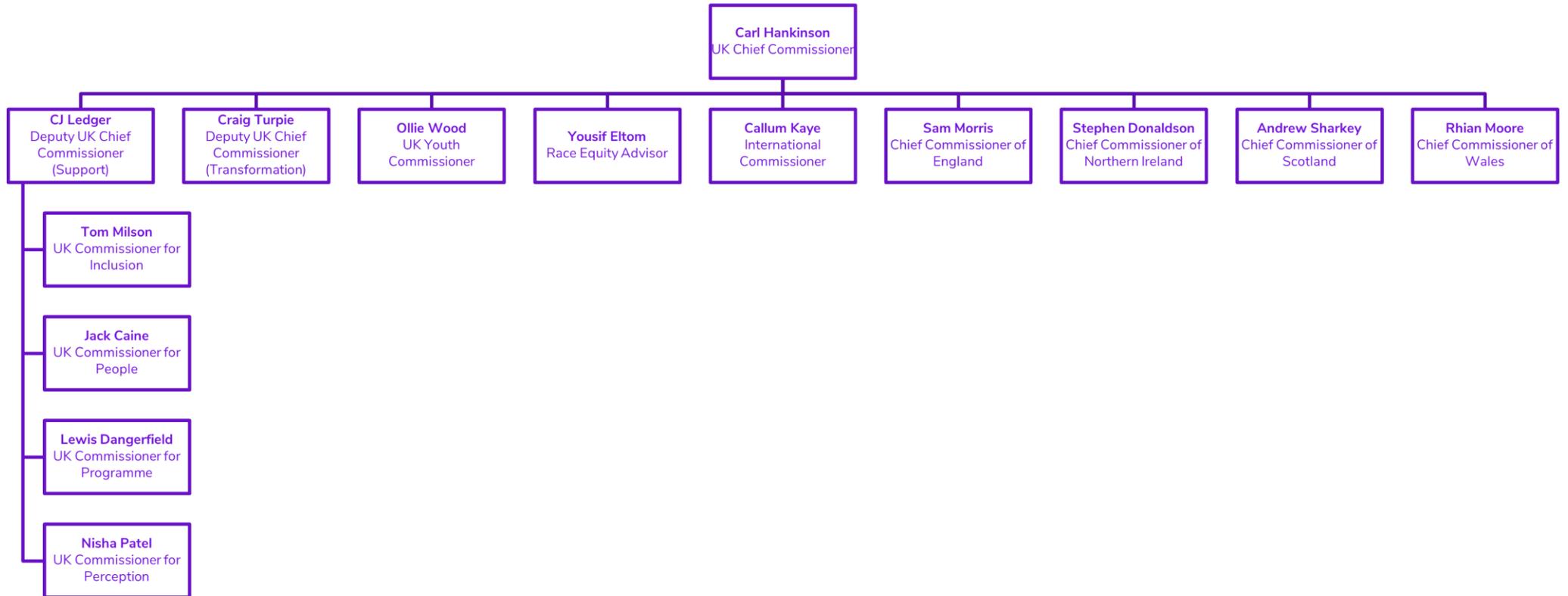
England Leadership Team



The West Midlands Team



UK Leadership Team



Induction for new Assistant Regional Commissioners

Induction plan delivered by the Regional Services Team

New Assistant Regional Commissioners will receive a series of face to face and remote interactions with the Area Growth & Development Manager, in conjunction with the Regional Commissioner, as part of an 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 Assistant 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 partnership 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 and supported by Assistant Regional Commissioners (Growth). 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).

More information about Scouts

Click on the links below to read more about Scouts, our key policies and our Skills for Life strategy to 2025

- [What Scouts do](#)
- [Skills for Life – our strategy to 2025](#)
- [About volunteering with Scouts](#)
- [Our rules and key policies](#)