

Lead and shape the future of Scouting in North West England



**Regional Commissioner
(North West England)
Volunteer Vacancy Pack**


Scouts
North West
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.

We are looking to identify an enthusiastic and talented individual who can lead and support Scouting in North West England as our new Regional Commissioner as we implement our ambitious transformation plans as part of our Skills for Life strategy. 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.



Elizabeth Henderson,
Interim 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 other seven Regional Commissioners, all focused on how we support the 60 County Commissioners who lead 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. It is my ambition to create the best possible team to lead Scouts in England, 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.**

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 as Regional Commissioner within the England Leadership 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 23:59 on **Sunday 11 September 2022**

Interview dates: **Monday 10 and Tuesday 11 October 2022**

Further information

For more information, or for an informal chat about joining the England Leadership Team, please email Andrew.Lloyd@scouts.org.uk to arrange to speak Andrew Lloyd, Assistant Chief Commissioner of England.



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 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?
-

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

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.

What would I be doing as the Regional Commissioner?

Your day-to-day tasks within the role will vary but the following key tasks will feature in some form:

- Ensure that each County in the region has effective leadership by appointing and supporting County Commissioners to lead their teams to deliver Scouting's strategic objectives.
- Build and maintain a sense of regional team by holding regular team meetings with the County Commissioners, Assistant Regional Commissioners and Regional Services Team staff to collaborate and provide peer support.
- Together with the County Commissioners, agree the regional priorities and produce a plan to deliver these to meet Scouting's vision and strategic objectives.
- Ensure that problems within the region are resolved so that an effective volunteering culture is encouraged and County Commissioners feel supported to deal with challenging issues, including complaints in a timely manner.
- Play an active part within Team England by attending 3x meetings per year for Regional Commissioners and twice yearly meetings for Regional and County Commissioners to contribute to the development of Scouting within England.
- Represent the England Leadership Team and national Scouting within Counties and Districts by attending events
- Support team members or other Scouts volunteers by contributing ideas or coaching them to find solutions to their challenges

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

“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

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?**



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 as well as regular virtual team catch-ups via Teams/Zoom
- 3-4x weekend meetings for County Commissioners within your 'region', led by you, the Regional Commissioner as well as regular virtual meetings held via Teams/Zoom (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 the 'region' driven by identified need by County Commissioners in the '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

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.



About the North West England Region

The eight Counties and one Island are as follows:

Cheshire

Youth membership: 8919
Adult volunteers: 3037
Number of Scout Districts: 10
Number of Scout Groups: 150

Cumbria

Youth membership: 2720
Adult volunteers: 820
Number of Scout Districts: 6
Number of Scout Groups: 70

East Lancashire

Youth membership: 2453
Adult volunteers: 894
Number of Scout Districts: 6
Number of Scout Groups: 67

Greater Manchester East

Youth membership: 5996
Adult volunteers: 1867
Number of Scout Districts: 9
Number of Scout Groups: 101

Greater Manchester North

Youth membership: 3763
Adult volunteers: 1374
Number of Scout Districts: 6
Number of Scout Groups: 103

Greater Manchester West

Youth membership: 4216
Adult volunteers: 1384
Number of Scout Districts: 8
Number of Scout Groups: 83

Isle of Man

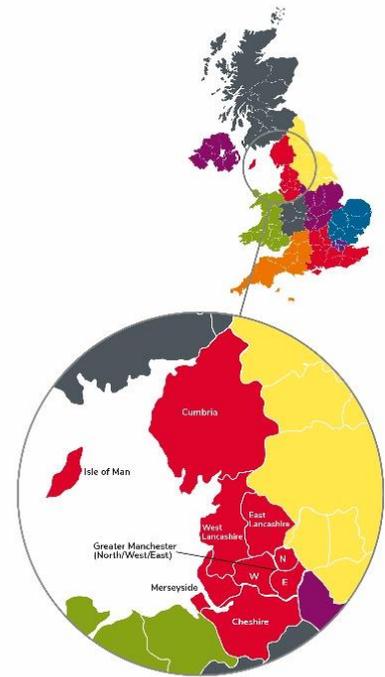
Youth membership: 735
Adult volunteers: 243
Number of Scout Groups: 16

Merseyside

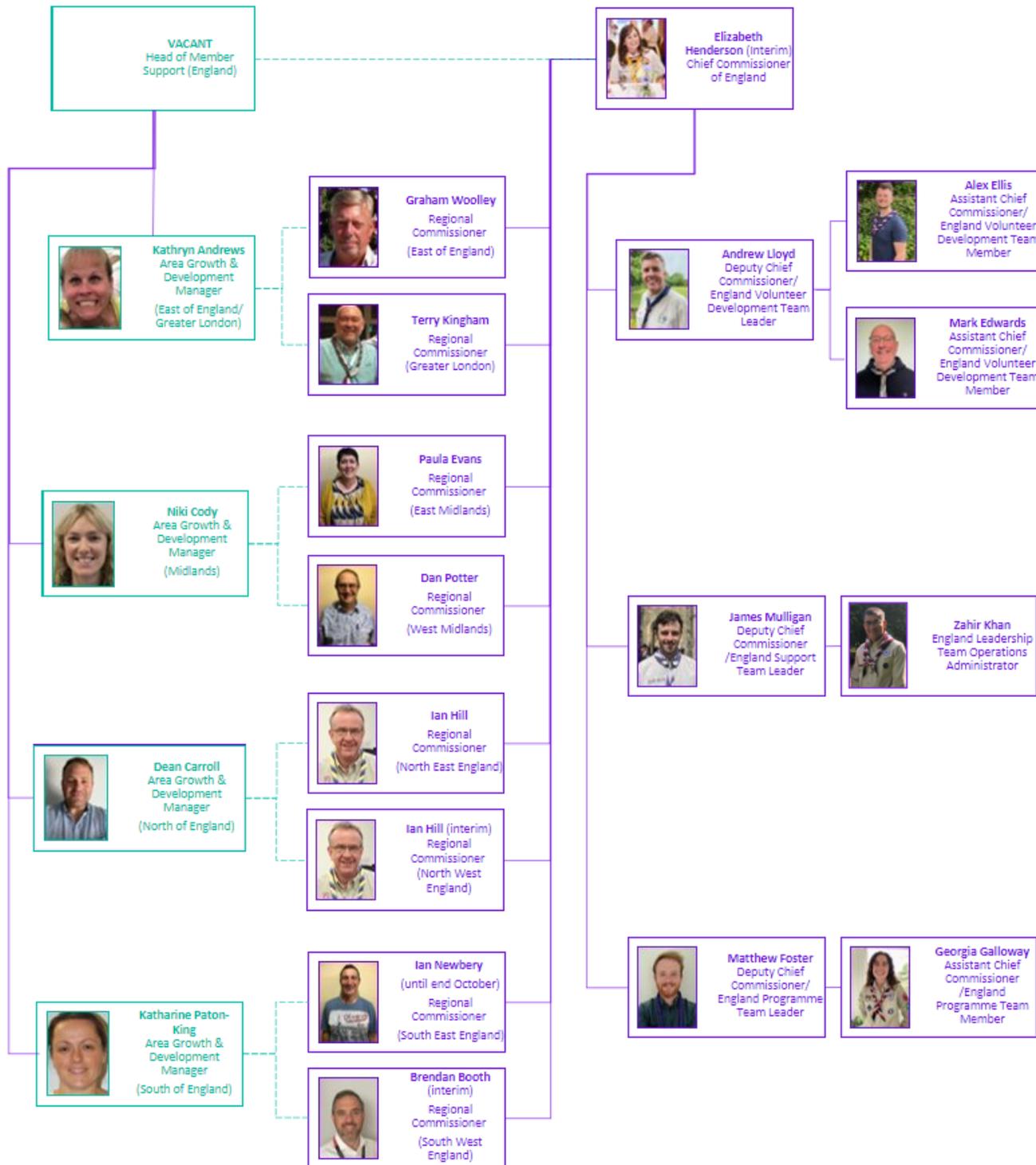
Youth membership: 6402
Adult volunteers: 2312
Number of Scout Districts: 10
Number of Scout Groups: 143

West Lancashire

Youth membership: 8761
Adult volunteers: 2824
Number of Scout Districts: 8
Number of Scout Groups: 1



England Team – 27 July 2022



The **England Volunteer Development Team** exists to support the experience of our volunteers within England to ensure we find and support the right people to be effective leaders for our Counties and Regions. They will do this through a number of key tasks:

- Provide proactive support for search/appointments processes to find new County and Regional Commissioners, working with staff colleagues and the appropriate line managers/search group chairs
- Co-ordinating the logistics for induction, onboarding and training for new County Commissioners and Regional Commissioners
- Producing/maintaining resources for search processes
- Act as volunteer sponsor for the line manager induction project
- Co-ordinating support for Regional Commissioners and County Commissioners for complaints/resolutions including support for case handlers and investigations
- Providing support to Regional and County Commissioners with transformation activities in order to fully realise the benefits we seek to achieve by delivering our Skills for Life strategy

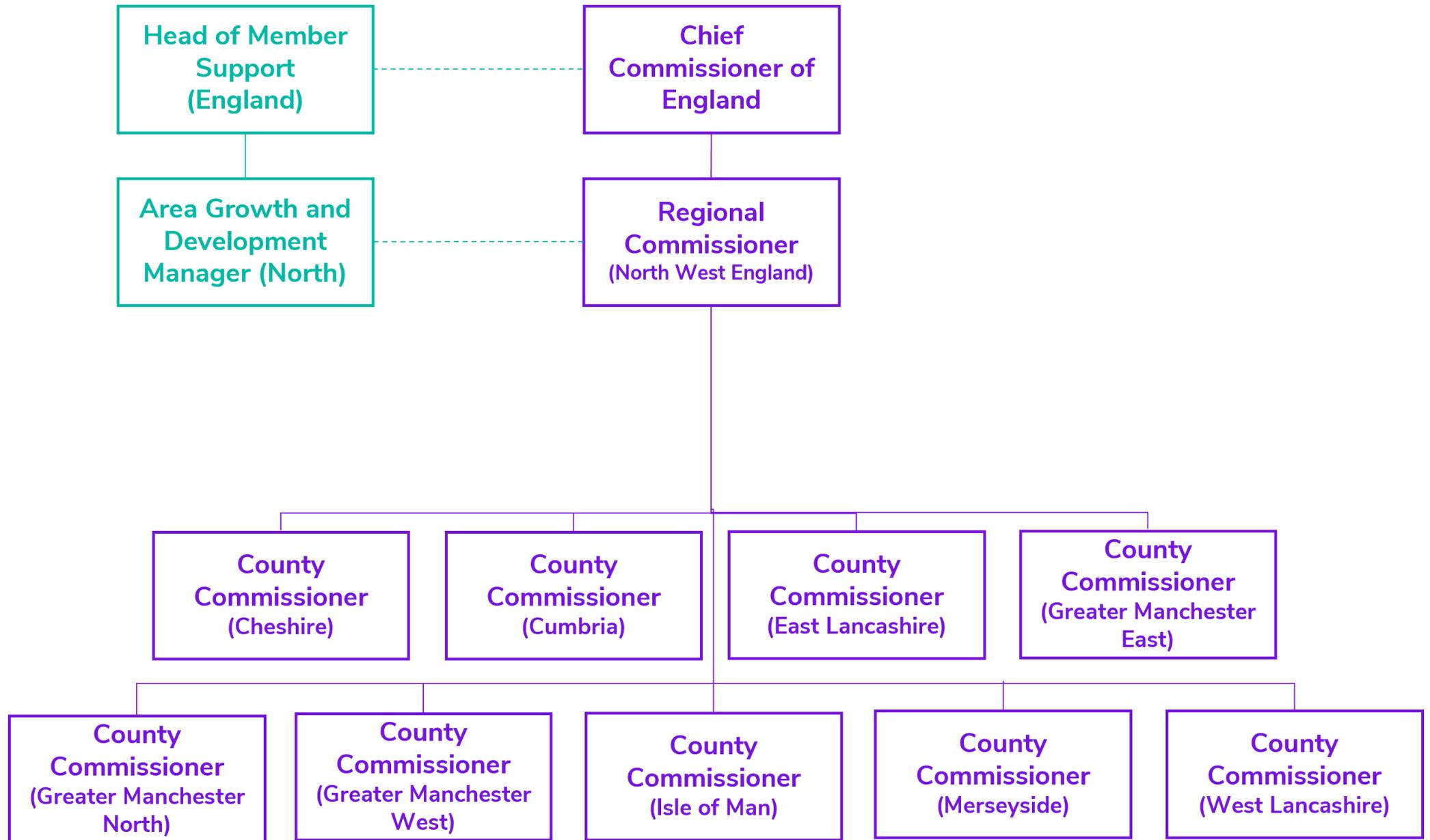
The **England Support Team** exists to provide proactive logistical and administrative support to ensure the smooth running of the England Leadership Team and provide specific data/analytics resources for Counties. They will do this through a number of key tasks:

- Organise meetings; venues, logistics etc
- Minute taking/action recording
- Support the team to use digital collaboration tools
- Manage our England recognition Initiatives
- Oversee and provide data/analytics resources to support our compliance efforts with Counties
- Co-ordinate logistics and support for awards for adult volunteers, liaising with the HQ Awards Team and Counties
- Support Regional Administrators with standard templates, best practice and collaboration across Regions

The **England Programme Team** exists to provide proactive support to County Programme Teams to enable them to deliver high quality and effective Programme Support provision to their Districts. They will do this through a number of key tasks:

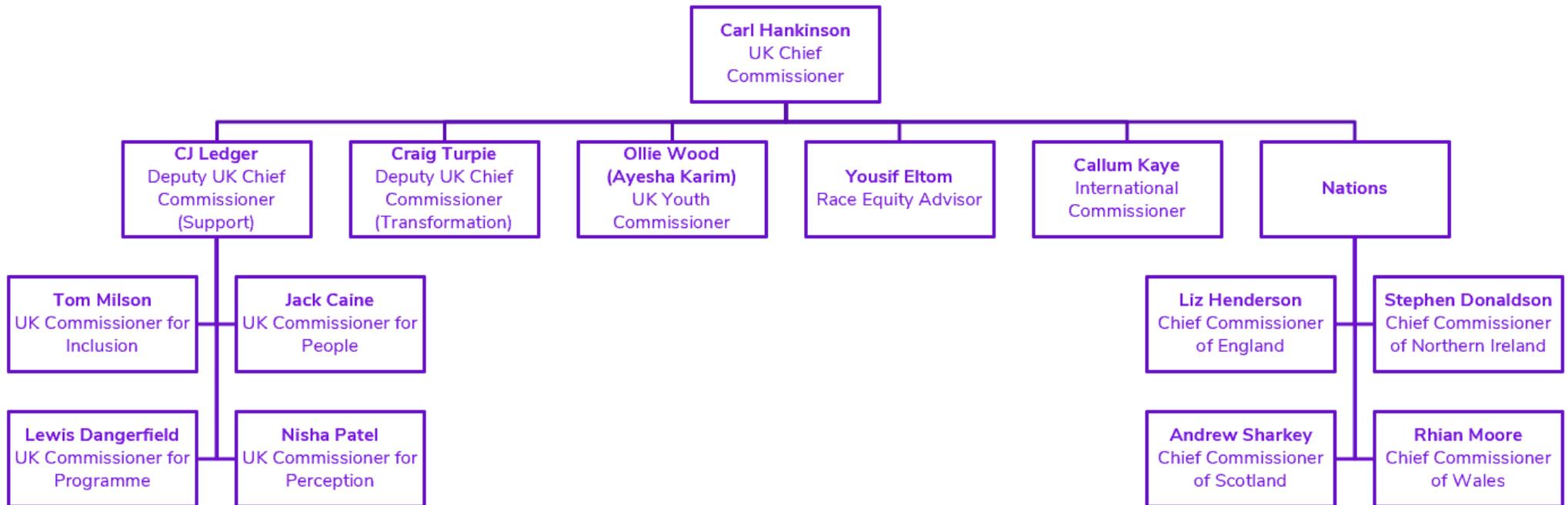
- Provide support to County Programme Leads (Deputy County Commissioners – Programme, Assistant County Commissioners – Section Support) through networking and collaboration events, creating space for shared learning and problem solving that enables even better programme delivery in sections.
- Providing support for Counties around adventurous activities and risk
- Providing support for Counties around international experiences
- Providing support for large events being organised in Counties
- Liaising with UK Programme Team to help translate curriculum and programme delivery changes/initiatives into local delivery

The North West England Team



UK Leadership Team

UK Leadership Team



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 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. 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](#)