

# Preparing young people with skills for life



## District Lead Volunteer Application 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.

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 strategy

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**By 2025 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.**

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## 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, a District Lead Volunteer is required to promote and follow our key policies. The policies cover:

- Child Protection
- Equal Opportunities
- Religion
- Safety

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

# The role

## Overview

The District Lead Volunteer is responsible for developing local Scouting, ensuring safety and that the policies of The Scouts are upheld. You also manage and support adult volunteers in Scouting as the line manager for the Group Scout Leaders of the Scout groups in your District.

<b>This vacancy is for:</b>	District Lead Volunteer for the new combined Walsall and Walsall North Scout Districts
<b>Number of young people:</b>	870
<b>Number of adults:</b>	269

## Role description

<b>Purpose:</b>	To proactively manage and support adults in the Scout District, ensuring that it runs effectively. The District Lead Volunteer will also ensure that Scouting within the District develops in accordance with the rules and policies of The Scout Association, enabling the District to provide good quality Scouting for young people.
<b>Appointed by:</b>	County Lead Volunteer Partnership
<b>Responsible to:</b>	County Lead Volunteer Partnership
<b>Responsible for:</b>	District Team Leads and Members, Group Lead Volunteers

**Key alliances:** County Team Leads and Members and other District Lead Volunteers

- Key tasks:**
- Initial key focus for the first year will be to lead the joining together of the current Walsall and Walsall North Districts into one new combined District.
  - Ensure that the District thrives and has the best systems in place to support the Groups.
  - To support all adult volunteers in the District and to develop Scouting in the District.
  - Provide line management and support to the adults in the District that directly report to you, including setting objectives for their work and holding regular reviews and one-to-one meetings.
  - Produce a vision for the District and implement a development plan to meet that vision.
  - Ensure that Scouting is attractive to young people and adults from all backgrounds in the District.
  - Ensure that the District has an adequate team of appropriate adults working effectively together, and with others, to meet the Scouting needs of the area.
  - Ensure that problems within the District are resolved so that excellent Scouting is provided to young people in the District.
  - Work with the County Lead Volunteer Partnership and other District Lead Volunteers in the County to ensure that the Scouting in the County thrives.

**Appointment requirements:** You must complete the relevant training (a Wood Badge) within three years of taking up the role. You must be eligible for charity trustee status (as a member of the District Trustee Board).

### Terms of appointment

The appointment is for an initial term of 3 to 5 years as agreed with the County Lead Volunteer Partnership.

## Person specification

### Skills and abilities (essential):

- Ability to manage adults effectively.
- Excellent written and oral communication skills.
- Provide advice and guidance effectively to others.
- Provide inspirational leadership for the District.
- Provide strategic direction for the District.
- Motivate adults volunteering in the District.
- Enable others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team.
- Ability to negotiate compromises.
- Plan, manage and monitor own tasks and time.
- Construct and implement long-term plans that improve and expand the Scouting offered to young people and identify any training, resources and other needs required to undertake this work.
- Ability to use basic computer software.
- Ability to build, maintain and facilitate effective working relationships with a wide range of people.

### Knowledge and experience (desirable):

- To have an understanding of the challenges of working in the voluntary sector.
- Experience of working with young people and/or community work with adult groups.
- Experience of working in the Scout or Guide Movement as an adult.

### Personal qualities (essential):

- An understanding of the needs of adult volunteers.
- A flexible approach.
- Self-motivated.
- Able to work as part of a team and promote good teamwork.
- Resourceful, energetic and enthusiastic about the job.
- Acceptance of the Fundamentals of the Scout Movement.



# How to apply

## Key dates

The closing date for applications is **18<sup>th</sup> August 2024 at midnight (23:59)**.

Shortlisted applicants will be invited to an interview.

Any members are able to submit nominations using the application form and need not ask for permission from the person they are nominating to do so. The search group will then reach out to them to find out if they wish to apply.

## Process

The process of supporting the County Lead Volunteer Partnership in making an appointment to the role is undertaken by a search group. The search group is keen to receive applications for the role from a wide range of individuals. When completing the application form please provide as much relevant information as possible as this will assist the search group in considering who may be best suited for the role. Please refer to the role description and address each of the items listed in the person specification to help the search group understand how you meet the requirements of the role. It may be helpful to include experiences outside of Scouting that are relevant to the role such as in professional or other volunteer capacities.

The search group will create a short list of candidates for a formal selection process which we expect to take place in September and will include a formal interview with members of the search group. Further details will be provided to shortlisted applicants.

## Further information

If you require any further information about the role, or would like an informal discussion, please contact Lynn Richardson and James Steel ([clvp@westmerciascouts.org.uk](mailto:clvp@westmerciascouts.org.uk)).