



**Use your skills to
help young people
gain theirs.**

**Roles on our Digital Programme and
Project Boards**



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About us

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. When many young people are struggling to find purpose and belonging, Scouts helps them develop skills, confidence and a sense of hope. We inspire positive futures and help young people find their place in the world by developing the character, employability and practical skills they need to succeed.

'Scouts made me a do-er and a give it a go-er. Made me question and listen and have a wide-open mind. Scouts made me take a deep breath and speak up. Made me think on my feet, made me see the big picture, made me ignore the butterflies and go for it. Scouts made me get back up and try again. Made me think about what's next, and plan for it. Made me jump in, get muddy, give back and get set.'



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?

Helping young people develop skills for life 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.

Our strategic plan

By 2023 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.

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Scouts has never been so important in helping young people prepare for the future, developing the skills they need to succeed in a changing world. Each week almost half a million young people enjoy fun, friendship and outdoor adventure. They develop a sense of optimism and strong values as well as the leadership and team working skills that are more valuable today than ever.

Our movement achieves remarkable things. Our previous plan, Scouting for All, inspired new Groups and sections to start in an additional 834 areas of deprivation since 2013. We now help over 460,000 young people aged 6-18 (including the highest number of girls in our history) get the best possible start in life.

Now we want to go further. Skills for Life is a strategy that supports and empowers our volunteers who are the people that make Scouts a reality. It's a strategy to bring communities together and contribute towards a better society. But most of all, it's a strategy for young people. They deserve the best skills, the best support, and the best possible futures.

Skills for Life

Our plan to prepare better futures 2018-2023

Our vision

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Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

Our goals

We will achieve the following goals against our four objectives:

Growth

- 50k more young people
- 10k more Section Leaders
- 5k more Young Leaders

Inclusivity

- The demographic of adult volunteers reflects society
- In 500 more areas of deprivation

Youth Shaped

- 250k young people shape their Scouting each year
- 50% young people achieve top awards

Community Impact

- 250k young people making a positive impact in their local communities each year
- 50% young people achieve top awards

Our three pillars of work

To meet these objectives, we will focus on three pillars of work:

Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.

People

More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.

Perception

Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

'I believe that Scouts empowers young people. It gives them skills to achieve the remarkable, and opportunities to develop a deeper understanding of the rapidly changing world.'

Tim Kidd, UK Chief Commissioner

Our values

Integrity

We say what we mean and when we make a promise, we keep it.

Respect

We listen to others, explore our differences and work to find common ground.

Care

Scouts are friends to all and think of others before themselves.

Belief

We believe passionately in improving the lives and life chances of young people and helping them explore and develop their beliefs and attitudes.

Cooperation

Scouting is about teamwork. We believe that when we work together we achieve more than we can on our own.

Our key policies

All members follow our key policies. The policies cover:

Child Protection

Equal Opportunities

Religion

Safety

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

Did you know?

- 9 out of 10 parents think their children would benefit from learning skills for life
- 83% of parents think Scouts helps young people develop skills for life
- 9 out of 10 UK adults think Scouts develop empathy
- 9 out of 10 UK adults think Scouts develop active listening skills 11 of the 12 people to walk on the moon were Scouts.
- Scouts have stood on the summit of Everest and at the South Pole.
- Scouts are public spirited – all our leaders are volunteers and nearly half (47%) volunteer outside of Scouts too.
- Over 160,000 adult volunteers in Scouting learn new skills, make new friends and make a positive impact in their communities.
- We offer over 200 activities from abseiling and coding to drama and water-zorbing.
- Over a quarter of UK Scouting's membership is female.



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The roles

Overview

- It's an exciting time at The Scouts. Our digital transformation programme is an ambitious part of our Skills for Life strategy which aims to enable Scouts to become a digital first organisation.
- We aim to transform the Scouting experience with digital tools and services for our volunteers, staff and young people which are: Easy, Enlightening, Enabling, Engaging, Enjoyable and Efficient. Our members tell us clearly today that our tools are not good enough and The Scouts are committed to making a step change in how we help our local volunteers
- Managing important strategic changes across our Movement needs to be done properly. A key part of that is governing or key initiatives through a set of Programme and Project Boards that represent the needs of our members and bring expertise and perspective to the table. On our Boards we balance Senior Users who bring great insights into the reality of local Scouting with Senior Suppliers who can bring important external expertise.
- We are currently recruiting to fill 8 key roles on our Digital Programme Board and on the Project Boards for two of our biggest investment areas: Membership Management and Learning Experience
- We are looking for a good mix of Scouting and Digital skills across our Programme and Project Boards, but we don't need all Board members to be strong in both areas. For example, we want to be able to bring in external technical expertise from outside of Scouting. We also want to include great local Scouting volunteers who get how great technology can make leaders' lives easier, without being digital experts themselves.
- We are starting with a general call for candidates, then will run a process to select people for the various Programme and Project roles available.
- This recruitment provides an important opportunity to expand diversity in our Digital governance. As well as hearing from established senior volunteers and digital professionals, we are keen to hear from developing digital leaders keen to get digital governance experience. We see this programme as a great way to develop potential and to broaden the digital skillset in our UK volunteer community.
- The roles we are currently working to fill are:
 - **Two Digital Programme Board members:** One Senior User with current or recent direct experience of supporting local volunteers from a District Commissioner or County Commissioner role, who really understands what will make a difference in attracting, onboarding, developing and retaining volunteers. One Senior Supplier from a strong technology background who can help shape and challenge the underlying technology strategy that brings our digital vision to life
 - **Two Membership Management Project Board members:** We are looking for two experienced Scouting volunteers who understand how improved digital tools could help make leaders' lives easier. In filling these Senior User roles, we want to consider a diverse range of candidates from a wide range of geographies.
 - **A Learning Experience Project Sponsor:** We recognise that we need new adult training capabilities. Volunteers need to be able to access the training they need on an any time, any where basis. They need to see easily what training they still need to do, and what needs renewing when. They need to get connected to great ongoing learning opportunities throughout their time in Scouting. To bring this to life we will be investing in a Learning Experience Platform

and we are looking for an inspiring leader for this work. They need to be digitally strong and ideally with a proven track record in training / education, either inside or outside of Scouting. They will play a critical role both in our Digital Programme and in our People Programme, linking between the digital world and broader improvements to the way we volunteer in Scouts.

- **Three Learning Experience Project Board members:** As with the Membership Management Project Board we are looking for creative and experienced Scouting volunteers who understand how improved digital tools could help leader's learning. In filling two Senior User roles, we want to consider a diverse range of candidates from a wide range of geographies. We are interested in candidates with experience in local Scouting training and / or line management roles. We are also very interested in hearing from people with experience implementing digital Learning Experience platforms elsewhere for a key Senior Supplier role on the Project Board

Role description

Responsible to:

- Depending on where the role sits, the Programme Sponsor for Digital, Andrew Sutherland, or the Project Sponsors for Membership Management or Learning Experience

Responsible for:

- The Learning Experience Project Sponsor will have line management responsibility for the volunteer members of the Learning Experience Project Board. The other roles have no line management responsibility.

Key tasks:

- Ensure that our key Programmes and Projects have accurately identified what needs to change to make volunteers' lives easier
- Ensure that plans are in place to deliver this, considering resources, funding, dependencies and risks.
- Ensure that compelling cases for change and change management plans are in place to ensure wide adoption of our new tools
- Ensure that our digital investments reflect our digital principles:
 - We put people at the heart of everything we do.
 - We are bold and open to change.
 - We create digital first, responsive and accessible services.
 - We use data and insight to drive our decisions.
 - We measure, test and learn.
 - We engage, collaborate and partner.
 - We provide a safe and secure service.
 - Our systems are flexible, sustainable and interoperable.

Time commitment

- Attend Board meetings every 4-12 weeks (depending on where key projects are in their lifecycle). Our Boards work largely remotely, via Teams, with no more than one or two face to face meetings each year.
- Ongoing oversight of project outcomes, key stage gates, risks, budget and resources, via Teams / email

Person specification

Throughout this process we are actively looking to recruit for potential. We encourage applicants with gaps in their CVs, with overseas experience, at the start of their careers and those with refugee status or indefinite leave to remain. We are a creative team and are keen to welcome diversity of background, experience, and skills.

Skills and abilities:

- Ability to understand the potential for digital and technology to enable change in our Movement
- Enthusiasm about digital technology and the ability to use that passion to enthuse and inspire others
- Ability to take on an oversight role to a project, where you represent others' views, not just your own
- Strong interpersonal skills and relationship management, including proven ability to engage, persuade and manage others through complex change
- Self starter, able to work remotely without direct regular supervision

Knowledge and experience:

We are looking for people who fill some of these criteria: there is no requirement for any candidate to tick every box.

- Experience of line management at county or district level (can be as deputy)
- Experience of working as a Training manager
- Experience of working in a local group
- Works in a Nation of the UK other than England
- Has a professional background in digital, technology or data

Personal qualities:

- A passion to deliver outcomes that meet our users' needs
- A high level of intellectual curiosity
- A positive attitude to change, with the resilience and flexibility that is needed to deliver transformation
- Ability to create passion and drive momentum in others
- Ability to balance strategic needs with the need to get things done
- Emotional maturity and awareness to be able to flex your communication style and listening skills to adapt to your audience and to enable you to build strong relationships
- An understanding and commitment to promote equal opportunities, safeguarding and diversity

How to apply

Key dates

The closing date for applications is: **Monday 20th September 2021**

Successful candidates will be invited to interview before the end of September (subject to schedules) with the first meetings of our Boards with their new members taking place in late October / November 2021.

Process

[To apply for any of these role, please complete the online application form.](#)

Further information

If you'd like to discuss the role in more detail, please contact the Digital Programme Sponsor, Andrew Sutherland, at <mailto:andrew.sutherland@scouts.org.uk>

