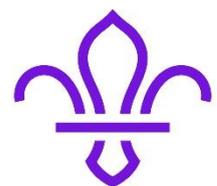




# Preparing young people with skills for life

**National Role Pool for 18-25's**



**Scouts**

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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 640,000 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

A new strategic plan for Scouting across the UK is currently nearing completion to secure a strategic direction through to 2023 and to grow on the success of the current plan. Team UK (the team of commissioners that leads Scouting across the UK) will play a key part in leading the delivery of this strategy. More details on the work towards our new plan are available at [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan)



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**By 2023 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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Further information on our strategic objectives are provided on our website at [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan)

# 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, the Head of Programme Support 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

This is an exciting opportunity to join a new pool of 18-25 year olds who have an interest in taking on a National role in Scouts. As part of the pool you will have the opportunity to register your interest in exciting roles as they come available, some of which will be at short notice. As well as working alongside Team UK and other volunteer colleagues you will be expected to work in partnership with staff across the UKHQ team.

From being a member of a Project Board on one of our Programmes of Work, to interviewing for a new National Commissioner, there will be a range of short- and long-term roles available to members of the pool. Some members will find themselves a new role quickly and will be supported and mentored in their new role as part of the next steps as they move out of the pool. Some roles may be short-term roles and we will work with you to try to identify the best role for you based on volunteer vacancies at the time. However, there is no guarantee of securing a national role by being in the role pool.

A key benefit to being on the pool is the experience you will gain, the personal development and mentoring you will receive, and the opportunities that come available as we progress work on our #SkillsForLife Strategy.

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**Being part of the role pool has not only given me the opportunity to be involved in a project that I have a real interest in but it has also allowed me to make so many friends from all around the U.K. some of which I might have never met if it wasn't for the Role Pool.**

**Becca, Role Pool Member**

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## Role description

### Purpose:

- To support the UK Youth Commissioner to ensure that young people in Scouting across the UK are involved and engaged in decisions that shape their Scouting experience; making the outcomes of the #SkillsForLife strategy a reality.
- To fulfil a need to recruit young people to roles in Scouts, often at short notice.

### Appointed by:

- Dependent on the roles available, via the HQ Appointments Committee.

### Responsible to:

- The relevant Line Manager, supported by a mentor and the UK Youth Commissioner Team.

### Responsible for:

- N/A

### Internal contacts:

- Team UK members, staff colleagues, Youth Commissioners, Line managers in the Movement.

### Key tasks:

- This will vary dependent on the role taken on.

### Time commitment:

- For the majority of roles there will be a requirement to travel to London.
- There will be a residential weekend at Gilwell for members of the pool on 18-19 April 2020 – which you must be able to attend.

### Terms of appointment:

- You'll be a member of the 18-25 national role pool for one year, during which time it is hoped that you will be appointed to national role in Scouts. There may be an option to extend by one year subject to mutual agreement.

### Expenses:

- This is a voluntary leadership role and is unpaid, however, reasonable expenses in line with our Expenses Policy will be paid.

# Person specification

## **Desirable skills and abilities:**

- Lead and motivate people in a voluntary environment.
- Ability to contribute to strategy development and identify practical actions to achieve strategic objectives.
- Inspire and motivate individuals.
- Communicate effectively, orally and in writing.
- Speak and present publicly in a clear, articulate and motivating way.
- Work and engage with young people aged 6 – 25 and with adult volunteers.
- Effectively chair and contribute to meetings.
- Use technology, especially mobile email, to carry out a range of tasks (confident in Microsoft Word, Excel and PowerPoint).

## **Knowledge and experience:**

- Quickly assimilate a broad overall knowledge of Scouts' policies & structures
- Undertake the appropriate adult training requirements.
- Some experience of working in and leading teams is desirable.
- Experience of youth involvement/participation (for example, being a local Youth Commissioner) is desirable.

## **Personal qualities:**

- Eager to learn and develop new skills.
- A willingness to collaborate and promote the agreed, viewpoints rather than perpetuate personal views.
- Approachable at reasonable times.
- Commitment to our fundamentals, rules and policies.
- Sufficient time available for the role, including weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining an enhanced disclosure.

## **Benefits to you**

- A mentor assigned to support you throughout the role.
- Employability skills.
- Leadership experience.
- Development of strategic thinking and delivery of actions.
- National volunteer for a UK-wide not-for-profit organisation.
- Build confidence.
- Training, learning and development opportunities.

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a wood badge relevant to the role taken on.

The applicant must become (or already be) a member of Scouts including successful conclusion of our vetting process and making the Promise.



# How to apply

## Key dates

The closing date for applications/ nominations is **Wednesday 8 January 2020 at 5pm**. Once the shortlist is drawn up, the interviews are expected to take place on Skype, with dates to be confirmed. Shortlisted candidates will be notified of the selection process and the format of the interview.

Please ensure you are available to attend the induction weekend at Gilwell Park on 18 to 19 April 2020.

## Process

The process of supporting the UK Youth Commissioner to recruit the pool is being supported by Kester Sharpe, Deputy UK Chief Commissioner and Stu Bennett, HQ Volunteer. We are very 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 person specification to help the search group understand how you meet the requirements of the roles. It may be helpful to include experiences outside of Scouts that are relevant to the role. It is very important that the questions are written are answered comprehensively.

Additional volunteers and staff members are likely to be brought into the interview process, details of which will follow.

## Further information

If you require any further information about the role, or indeed would like an informal discussion about it, please contact Ollie Wood (UK Youth Commissioner) by email at [ollie.wood@scouts.org.uk](mailto:ollie.wood@scouts.org.uk).