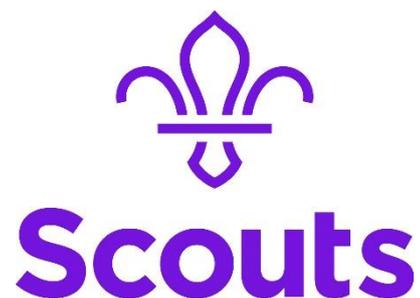




Preparing young people with skills for life

British Scouting Overseas

**District Commissioner (France & Iberia)
Applicant 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.

Scouting 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

A strategic plan for Scouting across the UK has been introduced which will secure our strategic direction through to 2023 and will grow on the success of the previous plan. More details on the work towards the new plan are available at www.scouts.org.uk/ourplan. BSO's Area Development "Plan on a Page" aligns with the national strategy and provides a high-level intention of how we will deliver Scouting across BSO. BSO Area and District teams will play a key part in leading the delivery of this plan across the Area.



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.

Further information on The Scouts strategic objectives are provided on our website at 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, all BSO roles are required to promote and follow our key policies which cover:

***Child Protection *Equal Opportunities *Religion *Safety**

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

About British Scouting Overseas

British Scouting Overseas (BSO) allows members of UK Scouting to take part in the UK programme despite being outside of the United Kingdom. BSO is split in to 4 Scout Districts: Northern Europe, Middle East, France & Iberia and Rest of the World. According to the 2019 census we have a total membership of 3,647. Operating in 28 different countries, each with their own legislation, is a unique challenge to BSO and as such, strong working relationships with National Scout Organisations and local government in our host countries are encouraged to ensure our members have a rewarding and safe experience as part of BSO.

About France & Iberia District

The France & Iberia District comprises of 10 Scout Groups with a total membership of 541 (2019 Census). There are currently four BSO Groups in France and six Groups in Spain.

The role

Role description

Purpose: To manage and support British Scouting Overseas France & Iberia District to ensure it runs effectively and develops in accordance with the rules and policies of The Scout Association so that that the District provides good quality Scouting for young people and proactively supports and manages adults in the District.

Please note that the future structure of BSO Scouting across Europe, encompassing France & Iberia and Northern Europe, is currently being considered. Following consultations, there is a future possibility that this role may will encompass both of these Districts.

Appointed by: Area Commisisoner

Responsible to: Area Commissioner

Responsible for: Deputy District Commissioners, Group Scout Leaders, District Explorer Scout Commisisoner, District Scout Network Leaders, Assistant District Commissioners, District Scout Active Support Managers, District Scouters, District Advisers, Nights Away Advisers, District Media Development Manager

Internal contacts: Area Commissioner, Deputy District Commissioners, Group Scout Leaders, District Explorer Scout Commissioner, District Scout Network Leaders, Assistant District Commissioners, District Scout Active Support Managers, District Scouters, District Advisers, Nights Away Advisers, District Media Development Manager, District Executive Officers

External contacts: Local Commissioner(s) for British Guiding Overseas, key contacts in National Scout Organisations in countries where BSO operates

Terms of appointment:

- The appointment will be initially for a 3-year period, with the potential for further extension following review.
- The appointed volunteer is required to be (or become) a member of the Scouts and complete relevant training (Wood Badge) within 3 years of appointment.
- The appointee must be eligible for charity trustee status and cleared to undertake regulated activity
- As travel to the different countries within BSO & France & Iberia District may be required, the appointed volunteer should have a valid passport & travel permission from the time of application

Key tasks:

- Ensure the delivery of a balanced programme throughout the District
- Ensure the provision of safe Scouting across the District. This will include DBS compliance monitoring and that new adults attain the Getting Started modules within the first five months of their appointment.
- Develop and implement a France & Iberia District Strategy which aligns with The Scouts [Skills for Life 2018-23](#) Strategy and BSO's [Area Plan on a Page](#).
- Provide line management and support to adults in the District that directly report to the District Commissioner.
- Ensure the District has an adequate team of supported and appropriate adults working effectively together to meet the needs of BSO
- Ensure that issues within the District are resolved so that quality Scouting is provided to young people
- Work in partnership with the District Executive to ensure objectives in the District strategy are achieved

Person specification

Knowledge & Experience	
Ability to manage adults effectively	Essential
Understanding of the challenges of working in the voluntary sector	Essential
Experience of working with young people and/or community work with adult groups	Desirable
Experience or working in the Scout or Guide movement as an adult	Desirable
Experience of working with adults in different countries	Desirable
Understanding of the culture and context of working in France & Iberia	Desirable
Skills & Abilities	
Excellent written and communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership	Essential
Provides strategic direction	Essential
Ability to manage adults from a distance	Essential
Motivates adults	Essential
Can build and maintain relationships with a wide range of people	Essential
Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time and is able to commit the necessary time to undertake the role effectively	Essential
Can construct and implement long-term plans	Essential
Digitally literate and very comfortable with the use of video calling, Microsoft Word, Excel and PowerPoint.	Essential
Experience of Microsoft SharePoint, Microsoft Forms, Microsoft Planner, Microsoft Teams and online automation or project management tools.	Desirable
Personal Qualities	
An understanding of the needs of adult volunteers	Essential
Flexible approach	Essential
Self-motivated	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic and enthusiastic about the work of BSO	Essential
Acceptance of the fundamentals of the Scout Movement	Essential
Commitment to diversity and inclusion for all members of the community	Essential
Understand the impact that Scouting has on the community it serves	Essential

How to apply

Key dates

The closing date for applications is **12 NOON (UK TIME) SATURDAY 29th February 2020**

Process

To apply, please complete the form at the end of this pack and return to nathan.prince@britishscoutingoverseas.org.uk

Applications will be reviewed by the search group and shortlisted candidates will be invited for **interview during WEEK COMMENCING 8th March 2020**. These are likely to be held via video-conferencing.

The appointment will likely be announced the following week.

The search group consists of:

- Juan Dávila - France & Iberia District Chair (search Group Chair)
- Nathan Prince – British Scouting Overseas Area Commissioner
- Dominic Afriat – France & Iberia District Commissioner Northern Europe
- Alice Mintoff – France & Iberia Youth Representative
- John Broxis – France District Representative
- Catherine Fenton – Spain District Representative

To support the development of all our adult volunteers, unsuccessful candidates at interview will be offered feedback from a member of the search group and their current line manager will be informed of the application, so specific future development needs can be identified for the volunteer. If you do not wish for your line manager to be informed, please inform the search group at interview.

Further information

For an informal discussion about the role, please email Juan Dávila (District Chair): juan.davila@britishscoutingoverseas.org.uk or Nathan Prince (Area Commissioner): nathan.prince@britishscoutingoverseas.org.uk

To discuss the role with the previous role holder, please email Tony Dunn: tony.dunn@britishscoutingoverseas.org.uk

More information regarding BSO can be found at <https://www.britishscoutingoverseas.org.uk>

Application Form – BSO DC (F&I)



If you are interested for applying for this role, please complete the application form below.

This form is used to collect information about you and / or your nomination for the above-mentioned role, which is to be used by the BSO search team. As part of this form we collect personal data about you or your nominee. This is so we can contact your, or your nominee to ask for further information and explore your nomination or application. We do not share your personal data in this form with any third parties. We take your personal data privacy seriously. The data you provide to us is securely stored in secure online storage. We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods, and general information please visit our Data Protection Policy at <https://scouts.org.uk/dppolicy>

Name	
Telephone number	
Email address	
Please outline why you want to apply for the role of AAC (Events):	
Please briefly explain why you would be suitable for this role, including professional and voluntary experience, within or outside Scouting (refer to role description):	
Please describe the skills you would bring to this role (refer to person specification):	
Please return this form to:	Nathan Prince nathan.prince@britishscoutingoverseas.org.uk
The closing date for receiving nominations is:	12 NOON (UK TIME) SATURDAY 29th February 2020