District Lead Volunteer

Information for anyone considering the role of District Lead Volunteer for Bromsgrove Scouts

scouts.org.uk/join
#PlaceToBelong

Scouts

About us

Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 4- 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

Our strategy to 2035 will help us keep the focus on what we do best – giving young people a place to belong and giving them the skills to thrive.

This is a strategy shaped by 28,000 people in Scouts and beyond, including 3,000 young Scouts who made their voices heard.

By 2035 we will have empowered more young people through adventure, teamwork and shared values, to take the lead on making a positive difference in the world. Above all, we need to keep young people at the heart of everything we do. We need to listen and respond to their needs.

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

Scouting's key policies

In common with all members in Scouting, District Lead Volunteers are required to promote and follow our key policies. The policies cover:

Development Policy
Equal Opportunities
Privacy and Data Protection
Religion
Safety
Safeguarding
Vetting
Youth Member Anti-Bullying Policy

These policies are fully explained on the Scouts website

Bromsgrove District Scouts

Bromsgrove is located within Hereford & Worcester County and is made up of 9 Groups & 6 Units, covering the whole of Bromsgrove and the surrounding areas. Bromsgrove Scouts total membership is currently 1014, which includes:

- 38 Squirrels (4 – 6-year-olds)
- 171 Beaver Scouts (6 - 8-year-olds)
- 188 Cub Scouts (8 - 10 ½ year olds)
- 193 Scouts (10 ½ - 14-year-olds)
- 80 Explorer Scouts (14 – 18-year-olds)
- 344 Adults (18+ year olds)

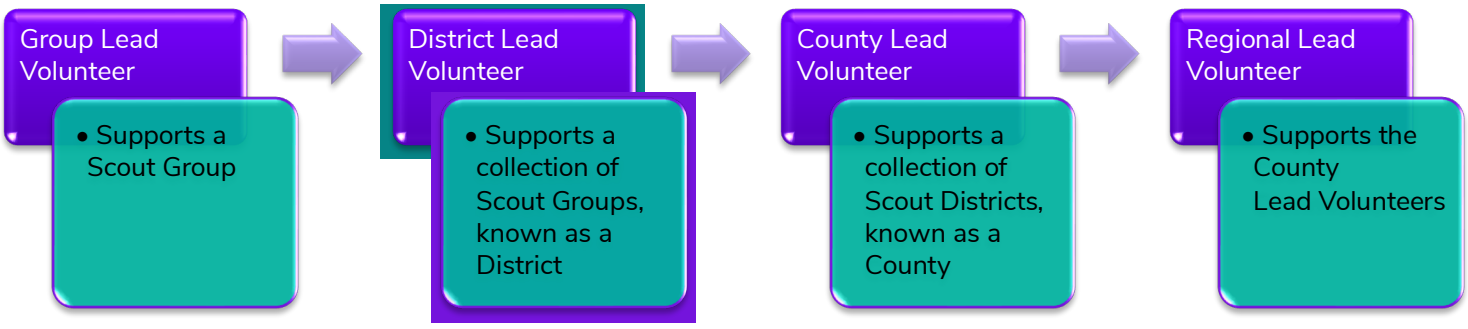
The current vacancy

We're currently looking for a District Lead Volunteer. This is a management role, and we need someone who can provide leadership, motivation and guidance to our adult volunteers.

A large part of this role involves managing and supporting Group Lead Volunteers, who manage local Groups. A key source of support for the District Lead Volunteer is their line manager, who is the County Lead Volunteer

You don't need any prior experience of Scouting to apply for this role; we'll make sure you're fully trained and supported.

The management structure of Scouting is as follows:



In addition to managing Group Lead Volunteers, District Lead Volunteers also ensure that support is available at every level, so that all volunteers feel valued, motivated, inspired and focused on providing first-class Scouting for young people. The most successful District Lead Volunteers recognise the importance of valuing the hard work of volunteers, seeks to ensure that they feel happy and supported, week after week and that they are regularly thanked for what they do.
The District Lead Volunteer provides direction for the District and will help others see the bigger Scouting picture through their leadership.
We encourage everyone in management roles within Scouting to adopt an approach that combines the skills of both leadership and management.

Core Skill Areas

We've identified six core skill areas that make a good Scouting manager and leader:

1. Providing direction

A good District Lead Volunteer will create a vision for Scouting in their District and provide clear leadership to implement that vision.

2. Working with people

It is vital that a District Lead Volunteer can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

3. Achieving results

District Lead Volunteers ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scout Groups. Forging links within the local community is also an important aspect of development.

4. Enabling change

It is important for a District Lead Volunteer to encourage volunteers to think of creative ways to improve Scouting across the District. They should then provide the support to implement appropriate changes.

5. Using resources

A District Lead Volunteer will ensure that information and resources are available, helping volunteers across the District to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good District Lead Volunteer should use their time effectively and be willing to continue to learn and improve their skills.

Follow this link for more information on core skills (we are working on getting these videos up to date)

We're looking for someone that can grow into the role

We are looking for an individual or team of people with the above skills to ensure that Scouting in Bromsgrove thrives. So, if you have some of the skills detailed and the drive and enthusiasm to develop Scouting in Bromsgrove, you could be the person we are looking for. You can expect to receive support and training as part of your development within this role.

How to apply

Process

Thank you for your interest in volunteering. On the following pages you will find a role description and the person specification. The District Lead Volunteer's nomination form can be found here: Nomination Form.

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.

Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification.

Key dates

The closing date for applications and nominations is **30th September at 10pm**

Further information

For more information, or for an informal chat about this vacancy, please contact:

Name: Mark Bache, County Lead Volunteer

Phone: 07852 108109

Email: Mark.Bache@scoutshw.org.uk

The role - District Lead Volunteer

Role description

Outline:

To manage and support the Scout District to ensure it runs effectively, and that Scouting within the District develops in accordance with the rules and policies of The Scout Association. To ensure the District provides good quality Scouting for young people and proactively supports and manages adults in the District.

Responsible to: County / Area / Region Lead Volunteer

Responsible for: Group Lead Volunteers, District Youth Leads, District Leadership Team Members, 14-24 Team Leaders, Programme Team Leaders, Support Team Leaders, Volunteering Development Team Leaders, District Leadership sub-teams,

Main Contacts:

- County Lead Volunteer, County Trustee Board, County Team Members
- District Trustee Board Chair, District Trustee Board, District Team Members,
- Group Lead Volunteers,
- Wider community contacts, businesses, other youth organisation leads, etc

Appointment requirements:

Must complete the relevant training for the role within the prescribed timescales. Must be eligible for charity trustee status (as a member of the District Trustee Board). This role is likely to include contact with young people and will therefore require disclosure checks.

Main Tasks

- 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 in the District is attractive to young people and adults from all backgrounds in the District.
- Ensure that the District has an adequate team of supported and 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 / Area / Region Lead Volunteer and other District Lead Volunteers in the County to ensure that Scouting thrives.
- Ensure that an excellent safeguarding and safety culture exists across the District including addressing issues if they arise, with help from County, Regional and National teams.

Note: Some of the tasks for which the District Lead Volunteer is responsible may be delegated to others in the District Team

Person specification

Knowledge and experience:	
Ability to manage adults effectively	Essential
Understanding of the challenges of working in the voluntary sector	Desirable
Experience of working with young people and/or community work with adult groups	Desirable
Experience of working in the Scout or Guide Movements as an adult	Desirable
Skills and abilities:	
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership for the District	Essential
Provides strategic direction for the District	Essential
Motivate adults volunteering in the District	Essential
Can build, maintain and facilitate effective working 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	Essential
Can 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	Essential
Can use basic computer software	Essential
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 job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential