



Preparing young people with skills for life

Deputy County Commissioner
(Perception)

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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.

Hereford & Worcester Scout County has approximately 8,000 members (plus numerous additional volunteers) spread across the Counties of Herefordshire and Worcestershire. We are part of the West Midlands Region and provide fun, challenge and everyday adventure to over 5,500 young people in-line with the ethos and aims of The Scout Association.

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.



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 our strategic objectives are provided on our website at www.scouts.org.uk/ourplan.

Scouts 
Hereford & Worcester

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 Deputy County Commissioner 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 vacancy is for Deputy County Commissioner (Perception) of Hereford and Worcester Scouts, which operates in the county of Herefordshire and Worcestershire. At the last annual census we had over 5,000 youth members between the ages of 6 and 18 involved in our Beaver, Cub, Scout, Explorer and Young Leader sections. We have over 1,200 adult volunteers, who undertake roles including working directly with young people, adults who manage and support other adults, adults who are experts in programme and activity areas, adults who support elements of the programme through Scout Active Support Units, as well as the Scout Network which provides development activities for adults aged 18-25.

The Deputy County Commissioner (Perception), working with members across the County, for promoting our brand values, delivering positive external communications, publicising scouting's modern vibrant appeal, ensure that our communities know that scouting exists and how their children can access it.

The role is open to anyone interested in developing media and communications provision and no previous scouting experience is required.

Role description

Purpose:

- As a member of the County Leadership Team the DCC Perception works in partnership with the County Team and the County Executive Committee to define County perception policies and to manage and coordinate the practical delivery of our brand to our membership and the public.
- A key purpose of the role is to improve the level of support provided to our membership in all areas of media identify, best practice and promoting the value and approach of Scouting.

Appointed by:

- County Commissioner

Responsible to:

- County Commissioner

Responsible for:

- Media Teams

Internal contacts:

- County Executive Committee, other County Team members, HQ Specialist Advisors, other external organisations specialising in relevant aspects of media, District Commissioners, Group Scout Leaders.

Time commitment:

- Approximately 8 hours per month. Four County Meetings per year plus relevant national and district meeting as required

Terms of appointment:

- The completion of a Manager and Supporter Wood Badge relevant to the Deputy County Commissioner (Perception) appointment.

Expenses:

- All out of pocket of expenses will be reimbursed

Person specification

Responsibilities:

- Providing guidance, advice and up-to-date information to the County Commissioner and County Team in matters of perception, including attendance at County Team meetings
- Supporting the County Executive Committee (and sub-Committees) to ensure that perception and branding policies are defined and followed, including attendance at County Executive Committee meetings if required
- Working with HQ Specialist Advisors for Media and Communications and applicable National Scout Active Support Units to make specialist advice and support available to the Scout County as needed
- Advise DCs on matters of section age range flexibility for youth members with additional needs Support adult and young leader training in areas of diversity and inclusion
- Leading and managing county media releases for events and news
- Manage the website, social media and printed media
- Recruiting, managing and supporting the County
- Managing any volunteers that would support the Perception policies of the Scout Association and the County

Personal qualities:

- Have a good understanding of HQ brand and vision documents
- Understand the importance of diversity and inclusion in meeting the aims of the Scout Association
- Be able to build a positive and active relationship with the County Team, District Commissioners, and Group Scout Leaders
- Be enthusiastic, proactive and able to enthuse others about diversity and inclusion
- Be able to travel across the County and have the time necessary to undertake the role effectively.
- Promote County events including campsites
- Be able to lead project teams
- Have good written and oral communication skills
- Be computer literate
- Be able to work well in meetings
- Possess good presenting and facilitating skills
- Be articulate
- Have the ability to speak publicly
- Be persuasive
- Be able to work within predefined limits (for examples timescales and budgets)
- Accept the policies and rules of The Scout Association
- Willing to become a member, take The Scout Association Promise and wear the Scout Uniform
- Accept and promote Scouting's fundamentals and the implementation of the youth programme

Role Share

- We are looking to appoint a Deputy County Commissioner (Perception)
- Potential candidates are encouraged to consider role share applications, whereby two or more persons share the responsibilities of the Deputy County Commissioner (Perception), with each undertaking the responsibilities to which they are best suited.
- Applications are welcomed from a small group of people who already possess a good idea of how they could work with each other to fulfil the responsibilities of the Deputy County Commissioner (Perception) or from individuals willing to use their skills and experience as part of a small team.



How to apply

Key dates

The closing date for applications is **21st March 2019**

Process

To apply please complete the nomination form

Further information

For further information please visit hwscouts.org.uk or scouts.org.uk

Application/ Nomination Form

Nomination form for Deputy County Commissioner (Perception)

If you think you know just the right person for this role, or are interested in the role yourself, please complete the nomination form below, it should then be sent to Hereford and Worcester County Commissioner via:

- E-mail: cc@hwcouts.org.uk
- Post: 14 Lucerne Close, Worcester, WR3 7NA,

You can also nominate online using our form at <https://www.hwscouts.org.uk> (please be sure to select the correct vacancy). Please note that the closing date for receipt of nominations is **21st March 2019**.

Name of Person nominated/ applying	
Their address	
Their telephone number	
Their e-mail address	
Their membership number (if known)	

1. **Please explain why this person is suitable for this role, including relevant professional and voluntary experience from inside or outside Scouting (refer to role description).**

2. **Please describe the relevant skills that this person has for the role (refer to role description).**

3. **Please outline why you felt motivated to complete the nomination/self-nomination.**

If nominating, please advise us who you are in case we have any questions:

Your Name:	<div style="border: 1px solid black; height: 20px;"></div>
Your Telephone Number:	<div style="border: 1px solid black; height: 20px;"></div>
Your Email Address:	<div style="border: 1px solid black; height: 20px;"></div>