



District Lead Volunteer

**Information for anyone considering
the role of District Lead Volunteer for
Croydon District**

scouts.org.uk/join
#SkillsForLife



Contents

How to apply	3
The role – District Lead Volunteer	4
Croydon Scouts	5
The current vacancy	5
Core Skill Areas	6
Person Specification	7
Induction for new District Lead Volunteers	8
About Scouts	9
Scouting’s Fundamentals	11
Our Strategic Plan	12
Scouting’s key policies	12
Nomination form	13
Application form	14

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 nomination and application forms are on pages 13 and 14

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 is: **Saturday 25th May at 5pm**

Interviews will be held on one or more of these dates: **5th, 6th, 7th and 8th June– times to be arranged**

Further information

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

Owen Purcell - County Commissioner GLSW Scouts

owen.purcell@glswscouts.org.uk

Tel number: 07968 158865



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 Commissioner (or deputies, if appropriate).

Responsible for:

Deputy District Lead Volunteers, District Youth Commissioner, Assistant District Lead Volunteers, Group Lead Volunteers, District Explorer Scout Commissioner, District Scout Network Leaders, District Scout Active Support Managers, District Scouters, District Advisers, Nights Away Advisers, District Media Development Manager.

Main Contacts:

County Commissioner, Regional Lead Volunteer, Deputy District Lead Volunteers, District Youth Commissioner, Group Lead Volunteer, District Explorer Scout Commissioner, District Scout Active Support Managers, District Scout Network Leaders, Assistant District Lead Volunteers, members of the District Board of Trustees Committee and its sub-committees, County Scout Network Commissioner, County Training Manager, Local Training Managers, members of the Regional Development Service, other District Lead Volunteers, members of the local community, schools and other youth organisations.

Appointment requirements:

Must complete the relevant training (a wood badge) within three years of taking up the role. Must be eligible for charity trustee status (as a member of the District Board of Trustees Committee). It is expected that whilst volunteering for this role you will undertake regulated activity.

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. Implementing TSA transformation program and embedding our new team based structure and culture.
- Ensure that Scouting in the District is attractive to young people and adults from all backgrounds in the District. Work to implement and build on the success of the top awards programmes
- 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. Supporting completion of mandatory training requirements for all volunteers.
- Ensure that problems within the District are resolved so that excellent Scouting is provided to young people in the District.
- Work with the County Commissioner and other District Lead Volunteers in the County to ensure that the Scouting in the County thrives.

Note: Some of the tasks for which the County Commissioner is responsible may be delegated to others in the County, including a Deputy County Commissioner, if appointed.

Croydon Scouts

Croydon District is located within Greater London South West County, and is made up of 31 Groups. This covers Croydon, Surrey which is within the M25. As of last year's census taken in January 2024, Croydon Scouts' total membership is currently 2608 which includes:

- 12 Squirrel Scouts (4 - 6 year olds)
- 481 Beaver Scouts (6 - 8 year olds)
- 665 Cub Scouts (8 - 10 ½ year olds)
- 630 Scouts (10 ½ - 14 year olds)
- 199 Explorer Scouts (14 – 18 year olds)
- 68 Network members (18 – 25 year olds)
- 621 Adults (18+ year olds).

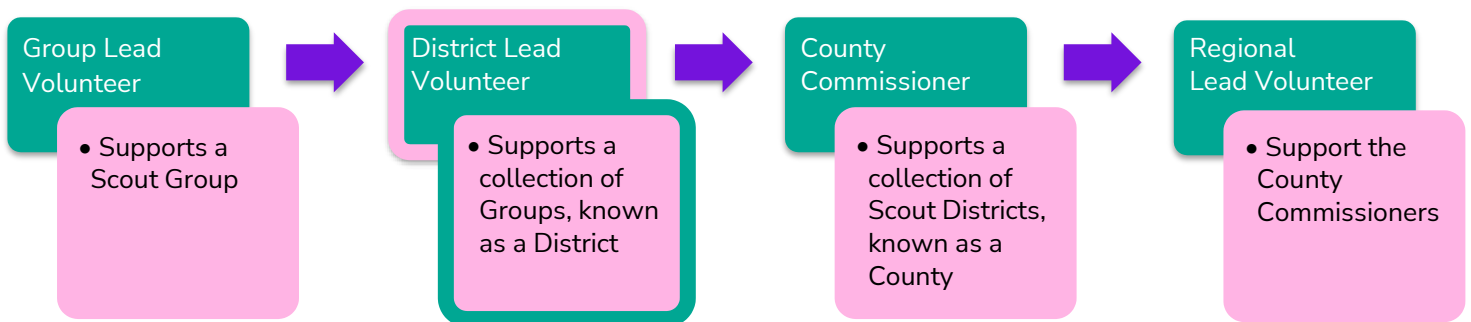
The current vacancy

We are 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 other adult volunteers.

A large part of this role involves supporting managers of local Groups. For any adult volunteer in Scouting, their manager will be a regular point of call for support.

You do not need any prior experience of scouting to apply for this role: we will make sure you are fully trained and supported.

The management structure of Scouting is as follows:



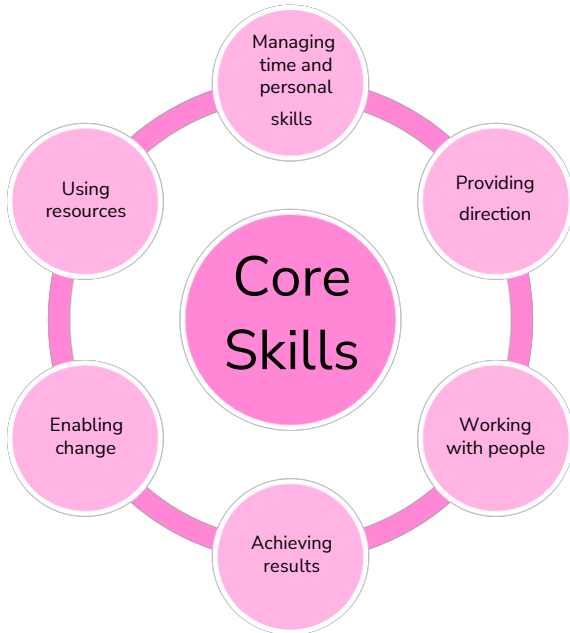
District Lead Volunteers support other managers, known as Group Lead Volunteer, and other volunteers. Adults at every level need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks, other volunteers for their hard work and helps to make sure that they feel happy and supported week after week.

The District Lead Volunteer will also provide direction for the District and will help others see the bigger Scouting picture through solid leadership.

We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management.

Core Skill Areas

We have identified six core skill areas that make a good Scouting manager:



1. Providing direction

An effective 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

Good 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 District Lead Volunteers 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 good 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.

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
Motivates 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

Induction for new District Lead Volunteers

To help you find your way through the first months of your role you will receive the support of a Growth & Development Officer (GDO) from the Regional Services team (RST). They will guide you through the key priorities: signposting, where necessary, and supporting you to build for the future by helping you to create a robust Development Plan and to project manage a growth opportunity with you.

They will also support you in: -

- Helping you to understand your role and responsibilities
- Providing an overview of the District and Groups – census / demographics / strengths / weaknesses
- Building a strong District team to support you
- District Board of Trustees – appointing an effective Chair and a balanced Board of Trustees
- Safety in Scouting
- Development planning – direction / purpose / priorities / sustainability
- Conflict management
- Programme support
- Community engagement
- Communications
- Recruitment and retention

Your direct line support will be Owen Purcell, your County Commissioner (CC) and you will also be appointed a TA (Training Advisor) to help you through the necessary Leadership and Management training.

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 is something for everyone. It is 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.

Vacancy Pack: District Lead Volunteer
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Key facts and figures

The Scout Association is a UK charity founded in 1907 and currently have a membership of over 435,000 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.

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 here.](#)

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 our website here.](#)

Our strategic plan



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 [online here](#).

By 2025* 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.

*Due to the impact of COVID-19, our Skills for Life Strategy has been extended until 2025

Skills for Life

Our plan to prepare better futures 2018-2023

Our vision
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.

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 <ul style="list-style-type: none">50k more young people10k more Section Leaders5k more Young Leaders	Inclusivity <ul style="list-style-type: none">The demographic of adult volunteers reflects societyIn 500 more areas of deprivation
Youth Shaped <ul style="list-style-type: none">250k young people shape their Scouting each year50% young people achieve top awards	Community Impact <ul style="list-style-type: none">250k young people making a positive impact in their local communities each year50% young people achieve top awards

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

Programme <p>A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.</p>	People <p>More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.</p>	Perception <p>Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.</p>
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Nomination Form

If you think you know the right person for this District Lead Volunteer role (or you would like to apply yourself) please complete the nomination form below. Nominating an individual does not commit them to applying, however, should they choose to, they will be required to complete a more thorough application form

In line with the Scouts' policies on Data Protection and Data Retention, information collected during the recruitment process will be destroyed six months after the completion of the recruitment campaign. All applicants will be informed of these policies and will be given access to them at an early stage of the recruitment process

Nominee's details

Name	
Telephone number	
Email address	
Please outline why you felt motivated to nominate this person for the role of District Lead Volunteer:	

Your details

Nominated by	
Telephone number	
Email address	

Please return this form to:	Owen Purcell – owen.purcell@glswscouts.org.uk
The closing date for receiving nominations is:	Saturday 18 th May 2023

Application Form

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

In line with the Scouts' policies on Data Protection and Data Retention, information collected during the recruitment process will be destroyed six months after the completion of the recruitment campaign. All applicants will be informed of these policies and will be given access to them at an early stage of the recruitment process

Name	
Telephone number	
Email address	
Please outline why you want to apply for the role of District Lead Volunteer:	
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:	Owen Purcell – owen.purcell@glswscouts.org.uk
The closing date for receiving nominations is:	Saturday 25 th May 2024

Filename: DC Recruitment Pack for Croydon.doc
Directory: /Users/owenpurcell/Library/Containers/com.microsoft.Word/Data/
Documents
Template: /Users/owenpurcell/Library/Group
Containers/UBF8T346G9.Office/User
Content.localized/Templates.localized/Normal.dotm
Title:
Subject:
Author: Abigail
Keywords:
Comments:
Creation Date: 07/04/2024 12:06:00
Change Number: 13
Last Saved On: 08/04/2024 10:04:00
Last Saved By: Owen Purcell
Total Editing Time: 25 Minutes
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