



County Commissioner

**Information for anyone considering
the role of County Commissioner for
Isle of Wight**

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.

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.

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, County Commissioners are 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/>

Isle of Wight Scouts

In Isle of Wight County, there are 2 Districts, made up of 23 Groups. This covers the Island of the Isle of Wight. Isle of Wight Scouts' total membership is currently 1676, which includes:

- 337 Beaver Scouts (6 - 8 year olds)
- 388 Cub Scouts (8 - 10 ½ year olds)
- 338 Scouts (10 ½ - 14 year olds)
- 92 Explorer Scouts (14 – 18 year olds)
- 14 Network members (18 – 25 year olds)
- 521 Adults (18+ year olds).

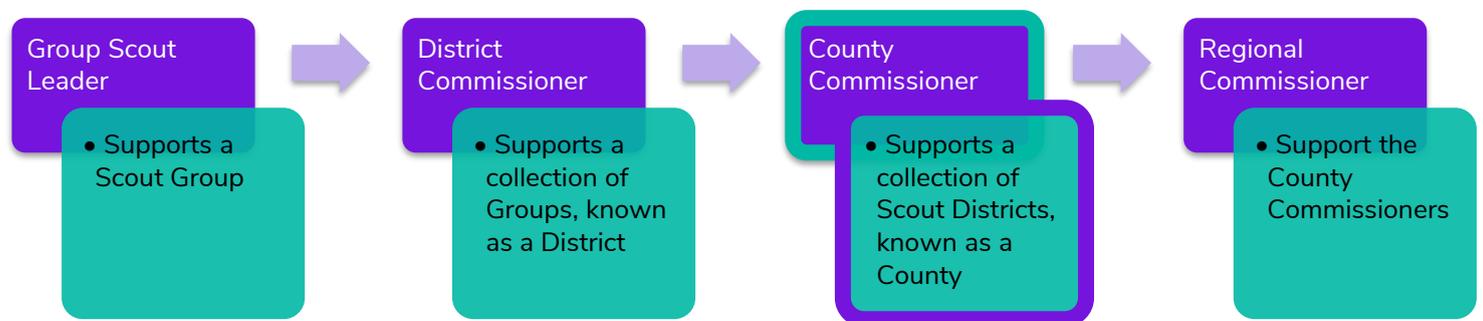
The current vacancy

We're currently looking for a County Commissioner. 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 District Commissioners and other volunteers. For any adult volunteer in Scouting, their manager will be a regular point of call for support.

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:



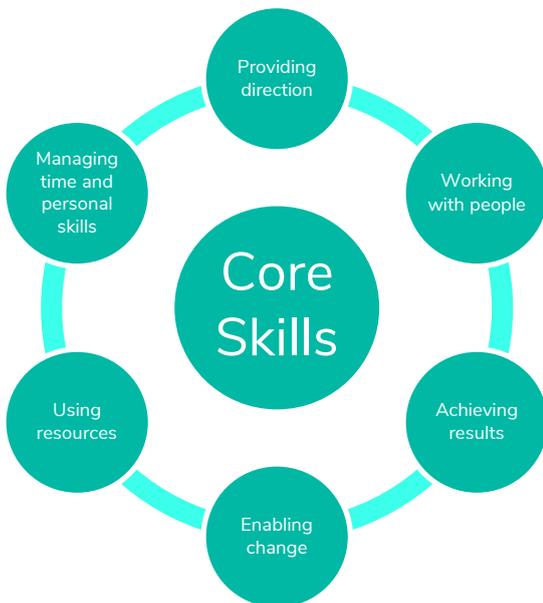
County Commissioners support volunteers and other managers, known as District Commissioners, who in turn support the managers of local Scout Groups. Adults at every level need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks other volunteers for their hard work, and helps to make sure that they feel happy and supported, week after week.

The County Commissioner will also provide direction for the County, 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've identified six core skill areas that make a good Scouting manager:



1. Providing direction

A good County Commissioner will create a vision for Scouting in their County, and provide clear leadership to implement that vision.

2. Working with people

It is vital that a County Commissioner 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 County Commissioners ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scouting Districts. Forging links within the local community is also an important aspect of development.

4. Enabling change

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

5. Using resources

A good County Commissioner will ensure that information and resources are available, helping volunteers across the County to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good County Commissioner should use their time effectively, and be willing to continue to learn and improve their skills.

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 County Commissioner nomination and application forms are on pages 9 and 10.

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 noon on Saturday 27th April

Interviews will be held on Saturday 25th May

Further information

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

Name: Ian Newbery

Phone: 07775 626848

Email: ian.newbery@scouts.org.uk



The role - County Commissioner

Role description

Outline:

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

Responsible to:

Regional Commissioner.

Responsible for:

District Commissioners, County Youth Commissioners, Deputy County Commissioners, Assistant County Commissioners, County Training Manager, County Scout Active Support Managers, County Scouters, County Advisers, County Media Development Manager.

Main Contacts:

Deputy County Commissioners, County Youth Commissioners, Assistant County Commissioners, County Chairman, County Executive Committee members and its subcommittees, District Commissioners, County Training Manager, County Scout Active Support Managers, Regional Services Team, other County Commissioners in the Region, 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 County Executive Committee). It is expected that whilst volunteering for this role you will undertake regulated activity.

Main Tasks

- Delivery of a Balanced Programme
- Ensure that the County thrives and has the best systems in place to support Scout Districts, to support all adults in the County and to develop Scouting in the County.
- Provide line management and support to the adults in the County 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 County and implement a development plan to meet that vision.
- Ensure that a challenging, exciting and balance programme, which is shaped by young people, is offered to young people in the Scout Group.
- Ensure that the County 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 issues within the County are resolved so that quality Scouting is provided to young people.
- Ensure the growth of Scouting across the entire County and in all its diverse communities.
- Work with the Regional Commissioner and other County Commissioners in the Region to share ideas and implement initiatives to support Scouting in the County.
- Work in partnership with the County Trustees to ensure that the objectives of the County strategy are achieved.

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(s), if appointed.

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 County	Essential
Provides strategic direction for the County	Essential
Motivates adults volunteering in the County	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 and is able to commit the necessary time to undertake the role effectively	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
Be digitally literate	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
Commitment to diversity and inclusion for all members of the community	Essential
Understand the impact that Scouting has on the community it serves	Essential

Nomination Form

If you think you know the right person for this County Commissioner role, please complete the nomination form below. Nominating an individual does not commit them to applying, but, if they choose to, they will be required to complete a more thorough application form.

Nominee's details

Name

Telephone number

Email address

Please outline why you felt motivated to nominate this person for the role of County Commissioner:

Nominated by

Telephone number

Email address

Please return this form to:

The closing date for receiving nominations is:

Application Form

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

Name

Telephone number

Email address

Please outline why you want to apply for the role of County Commissioner:

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:

The closing date for receiving nominations is: