

Top Tips for manager searches

Searching for new GSLs/DCs/CCs can be a difficult and time consuming task. However, the RST have produced some good practice guidelines to help make the process as pain free and transparent as possible. Search Guides are available for each role, and support the Search Group through each stage of the process. Additional support can be sought at any stage from the Regional Services Team. Get in touch with the Resource Officer by contacting the Information Centre:

Phone: 0345 300 1818

Email: info.centre@scouts.org.uk / development@scouts.org.uk

General

- Sometimes it helps for the Search Chair to be slightly removed from the Group/District/County to help the group remain objective.
- Consider different approaches to management – ‘Team DC’, different team structures.
- Make use of the resources available to you on the Print Centre.
- When running a search, consider what else is going on in your area – has Scouting stopped for the summer, is everyone focussed on a local annual event? This can affect your timescales.
- Make sure the Search Group is fully aware of any local issues/general feelings as this will affect the reception you get when you start the Search. More work may need to be done to convince people that finding a manager is in their best interest.
- Remember the role is not a promotion, and is not only available to people with a Scouting background. It is about finding the person with the right skills, not just experience.
- Utilise people in your training team when creating the Search Group. They often know a lot of people and are good at getting messages across.

Name generating

- A District Directory is a brilliant place to start name generating.
- Be objective with name generating – just because one individual doesn’t see eye to eye, or dislikes the persons partner/brother/second cousin twice removed, doesn’t mean they won’t make a good manager.

Promoting the role

- Promoting the role is one of the most important parts of the process. It’s worth spending the time getting this right – talk to people, organise/attend meetings, tell EVERYONE!
- Face to face communication is generally a better way to get nominations – go to District meetings/events, organise specific meetings to discuss the opportunities for the area (don’t make this part of your Plan B when initial attempts fail!).

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Group Scout Leaders – District Commissioners – County Commissioners

- Remind them they will have ongoing support once they have taken on the role.
- Reassure people that nominating candidates is not committing them to anything.
- Don't assume that someone won't want to do the role, or doesn't have time. People's availability and commitments change – if you don't ask, you'll never know.
- Remember to make the role accessible to all. Promote far and wide, and make sure all potential applicants are aware of how flexible the role can be.
- When promoting the role, remember that managing volunteers can call for slightly different skills to managing paid employees. Professional managers may not always be the best candidates.

Dealing with the nominations

- If you have a big group of nominees, you could run an informal event to get them all together to talk about the role, their expectations and the possibility of team approaches.
- Once people have been nominated/self-nominated, a more thorough application form can be used to gather more information from the candidate directly.

Interviews

- When sending an invitation to interview consider any supportive information the candidates may need – especially if they aren't already members of scouting. The Association's key policies, a copy of the Yellow card, information about our Vision and Scouting for All.
- Try to keep the interview as informal as possible – remember anyone that is successful at this stage will still need to see the Appointments Advisory Committee
- Be prepared to provide constructive criticism to those that aren't successful