

NARROWBOATING OFFROAD CYCLING OFFSHORE SAILING ORIENTEERING
PARAGLIDING PARASCENDING PONY TREKING POTHOLING POWERBOATING RADIO
PUSHBALL QUADBIKING RAFTBUILDING ROWING SAILING SCRAMBLING SCUBA DIVING
SCULLING SHOOTING SINGLEPITCH CLIMBING SKIING SNORKELLING SNOWBOARDING
STREETSPORTSSUBAQUASURFING SWIMMING WATERSKIING WHITEWATERRAFTING
SURFING ZORBING ABSEILING AERIAL RUNWAY ARCHERY BALLOONING BANDS BOU



Information Pack

Volunteer Vacancy for the role of
COUNTY COMMISSIONER
for the Scout County of Greater London North East



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Join the adventure!

Can you support and inspire 7,000 young people?

Would you enjoy sitting round a campfire as well as developing strategy?

GLNE Scouts are looking for a volunteer with management experience who wants to do more in their community, with good inter-personal skills and the ability to motivate others.

If this is you then read on!

Who are we?

Greater London North East Scouts offer a vibrant, exciting and adventurous programme for young people aged 6-25 and exciting opportunities (and adventure) for adults. We have over 7,000 young people supported by 1,000 adults involved in local Scout groups. We are continuing to grow and reach out to more young people and adults. We are looking for someone to take forward this success story.

Who are you?

As County Commissioner you would be responsible for leading the Scout County, ensuring that we provide good quality Scouting for young people, and taking us forward into the future as a growing organisation relevant to young people and adults alike. You would be capable of providing strategic direction, working with people of all ages and enabling change.

Are you up for the challenge? We want to hear from you.....

For further information visit www.glne-scouts.org.uk/ccsearch or contact Debbie Evans – Debbie.evans@scouts.org.uk

Closing date for expression of interest is Saturday 7 January 2012

The Scout County of Greater London North East covers the London Boroughs of Barking & Dagenham, Hackney, Havering, Newham, Redbridge, Tower Hamlets and Waltham Forest.

www.glne-scouts.org.uk/ccsearch

www.scouts.org.uk

GLNE Scouts . . .



G.L.N.E Scouts' total membership is over 8,000 which includes:

1,697 Beaver Scouts (6-8 year olds),
2,394 Cub Scouts (8-10½ year olds),
1,821 Scouts (10½ -14 year olds); and
413 Explorer Scouts (14-18 year olds)

Girls and female leaders contribute to over 3,334 of the total membership

These young people are supported by over 1,000 adult volunteers

There are 138 Scout Groups in G.L.N.E

Activities are offered by Scouting around the UK, made possible by the efforts of 100,000 voluntary adult leaders. This has helped make Scouting the largest co-educational youth movement in the country.

The Scout Association has recently completed its annual national census and has experienced continued growth for the past five years.

The last year has seen our biggest surge in national membership for 38 years. Over 16,568 new members in the last year across the UK. Record numbers of teenagers joining – 26.4% more now than in 2001



Adults working in Scouting contribute in excess of 295 million hours of voluntary work each year in their local communities

Each year Scouts spend over 2 million nights away from home doing adventurous activities.

You are never more than 10 miles from a Scout meeting place - Adventure is accessible.

Worldwide Scouting has 28 million members both male and female and operates in nearly every country in the world.



Scouting is all about adventure. In the UK, Members can enjoy more than 200 activities including zorbing, water skiing, abseiling and adventure glider flights. So it's easy to see why more and more teenagers are signing up. But that's not all. Scouting helps young people achieve their full physical, intellectual, social and spiritual potential as individuals, as responsible citizens and as members of their local, national and international communities.

Only Scouting can offer such a range of challenging or exciting activities, available in a safe, supervised environment.

GLNE SCOUTS 2011 CENSUS HIGHLIGHTS

Beaver Scouts	4% increase
Cub Scouts	0.4% increase
Scouts	6% decrease
Explorer Scouts	8% increase
Scout Network	% increase
Total adult membership	11% increase
Total county membership	8,300 (increase of 3.3%)
5th consecutive year of membership growth	



Role Description

Title: County Commissioner

Outline: Responsible for leading the Scout County: ensuring that the County provides good quality Scouting for young people, developing Scouting in the County, promoting and maintaining the policies of the Association within the County and proactively managing adults in the County.

Responsible to: Regional Commissioner for London

Responsible for: District Commissioners, Deputy County Commissioners, Assistant County Commissioners, County Network Scout Commissioner, County Training Manager, County Scouters, County Advisers, County Media Development Manager.

Main Contacts: Deputy County Commissioners, Assistant County Commissioners, County Chairman, County Network Scout Commissioner, members of the County Executive Committee and its sub-committees, District Commissioners, County Training Manager, County Scout Active Support Managers, members of the Regional Development Service, other County Commissioners in the Region, members of the local community, schools and other youth organisations.

Appointment Requirements: Completion within three years of appointment of a Wood Badge relevant to the County Commissioner appointment. Eligible for charity trustee status.

Main Tasks: Note that some of the tasks for which the County Commissioner is responsible may be delegated to others in the County including Deputy County Commissioners (if appointed), Assistant County Commissioners, County Training Manager and County Scout Network Commissioner. The following are the main tasks for which the County Commissioner is responsible:

- Ensure that the Scout County thrives and has in place the best systems possible to support the Scout Districts and all adults working in the County and to develop the County.
- Provide line management and support to the adults in the County that directly report to you including setting of objectives, regular reviews and one-to-one meetings.
- Produce a vision for the County and implement a development plan to meet that vision,
- Ensure that Scouting in the County is attractive to young people and adults from all backgrounds in the County.
- 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 problems within the County are resolved so that excellent Scouting is provided to young people in the County.
- Work with the Region Commissioner and other County Commissioners in the Region to share ideas and implement initiatives to support Scouting in the County

Person Specification

Knowledge and experience	Essential/Desirable
Ability to manage adults	Essential
Understanding of the challenges of working in the voluntary sector	Desirable
Experience of youth and/or community work with adult groups	Desirable
Recent experience of working in the Scout or Guide Movement as an adult	Desirable

Skills	Essential/Desirable
Motivate adults working in the County	Essential
Provide strategic direction for the County	Essential
Provide inspirational leadership for the County	Essential
Build, maintain and facilitate effective working relationships with a wide range of people	Essential
Enable others to identify issues, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Negotiate compromises	Essential
Plan, manage and monitor own tasks and time	Essential
Construct and implement long-term plans for development activities and be able to identify training, resourcing and other needs necessary	Essential
Use basic computer software	Essential

Aim, Values and Method	Essential/Desirable
An understanding of the needs of 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



Main Functions

The role of County Commissioner has a number of functions relating to six key areas of management and leadership as follows:

Providing direction – as an effective County Commissioner you will be required to:

- lead by example to promote a co-operative culture of working in the County;
- create a vision for the future development of the County;
- taking into account the local environment and the strategic plan of The Scout Association and your Region, develop a plan for the County and work with others to implement and review it;
- provide leadership, inspiration and motivation for all Leaders and Commissioners working in the County;
- ensure that everyone in the County follows the policies and rules of The Scout Association; and
- carry out regular 1:1 meetings and support adults that report directly to you.

Working with people – as an effective County Commissioner you will be required to:

- develop good working relationships based on trust and Scout values with the adults within the County and with others;
- manage succession planning and identify the roles that you need to make the County work effectively and recruit suitable people into those roles;
- allocate tasks to people within the County team and monitor the progress;
- support adults in the County team to develop by completing formal training requirements, learning on the job, trying out new skills and addressing problems affecting performance;
- build a team spirit in the County and support the development of the team as a whole;
- address conflict as it occurs within the County and reduce the likelihood of conflict through good communications and other methods;
- run effective team meetings in the County and participate fully in the County Executive and Region meetings;
- ensure that adults in the County keep to the standards of performance required and that the correct procedures are followed in consultation with the Regional Commissioner if serious problems occur;
- appropriately acknowledge good work carried out in the County (through local events and the national Scout adult award scheme);
- carry out effective reviews and re-assign or retire people if necessary; and
- build and maintain collaborative relationships with other, relevant organisations in your County's local area.

Achieving results – as an effective County Commissioner you will be required to:

- satisfactorily complete projects in the County for which you are responsible;
- ensure that all the initiatives in the County are managed carefully;
- ensure that there are suitable processes in place within the County to ensure that Scouting is effectively delivered to young people;
- with the County Executive Committee and the County Team ensure that Scouting is promoted locally;
- build up an understanding of the young people in your local area and ensure that Scouting is promoted effectively to them including a focus on their needs and expectations;
- monitor and review the progress that DCs are making against their targets and plans;
- continually improve the performance of all elements of Scouting within the County;
- satisfactorily resolve problems and issues raised by adult and youth members of the County and by parents or carers of youth members in the County; and
- have a robust County development plan in place and regularly review progress.

Enabling change – as an effective County Commissioner you will be required to:

- support and encourage adults in the County to think of new and creative ways to improve Groups, Districts and the County;
- communicate your vision for the future of the County and lead people through changes that this vision requires;
- develop effective plans to implement change and then carry them out, working together with relevant members of the County; and
- recognise the contribution of others towards change and improvement.

Using resources – as an effective County Commissioner you will be required to:

- as part of the County Executive Committee, ensure that appropriate financial measures are in place;
- as part of the County Executive Committee, ensure that there is an adequate income for the County including the identification of other income sources such as grants;
- ensure that the health and safety of everyone involved in Scouting within the County is properly managed at all levels;
- work with the County Executive Committee and the County Team to ensure that the County has sufficient physical resources to support the programme;
- work with the County Executive Committee and the County Team to minimise the negative impact and maximise the positive impact that the County has on the environment;
- make decisions about all matters within the County based on the best available information;
- ensure that key knowledge within the County is properly managed and used to improve the operation of all Scouting within the County; and
- provide resources, support and encouragement for teams to work in many ways.

Managing your time and personal skills – as an effective County Commissioner you will be required to:

- agree realistic goals and targets with your Regional Commissioner for the development of the County that work towards The Scout Association's strategic objectives;
- consider the future requirements of your role then identify, plan and address areas for personal development;
- ask for and act on feedback about how you carry out your role;
- develop and maintain personal contacts with people both inside and outside of Scouting who may be able to help you to achieve your plans for the County; and
- attend National or Regional workshops/meetings/events for County Commissioners.



STRICTLY CONFIDENTIAL



NOMINATION FOR ROLE OF COUNTY COMMISSIONER GREATER LONDON NORTH EAST

Name of nominee	
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Address	
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Telephone	Daytime	Evening

Email	
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Date of birth		Membership number (if applicable)	
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Relevant experience (please refer to the attached role description/person specification)

Relevant skills (please refer to the attached role description)

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Please outline your motivation for the nomination/self-nomination

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Nominated by: Name Contact details		Date	
Signature			

This form should be returned to:

Andrew Wellbeloved
Chair of the GLNE County Commissioner Search Group
c/o The Scout Association
Gilwell Park
Chingford
Essex E4 7QW

or by email to: awellbeloved923@btinternet.com

1. Please copy this blank form if making more than one nomination.
2. All completed nomination forms to be received at the above by 7 January 2012
3. Self nominations are welcomed and encouraged.
4. All nominations/self-nominations received are dealt with in the strictest confidence.
5. Short-listing for the above role is undertaken based on the information received on the nomination form. Therefore please answer the above questions fully and provide relevant information based on the role description and person specification attached.