



Preparing young people with skills for life

Regional Commissioner



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Welcome

As Scouts, we believe in empowering young people with skills for life. We encourage our young people to do more, learn more and be more.

We question and listen and form wide open minds. We take a deep breath and speak up. We think on our feet. See the big picture. Ignore the butterflies and go for it. We get back up and try again. We think about what's next, and plan for it. We jump in, get muddy, give back and get set.

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost 40,000 6-25 year olds across Scotland the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.



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?

All of this 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 giving them opportunities for adventure, training, fun and friendship.

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.

Our strategy

Our plan to 2025 is simple. We will support amazing leaders to deliver an inspiring programme and prepare more young people with skills for life.

We will do this by building on the success of our last strategy.

We want to continue to...

- ...grow
- ...become more inclusive
- ...be shaped by young people
- ...have a bigger impact in our communities

More details on the work towards our new plan are available [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.

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 [here](#)



Scouting's key policies

Like all of our members, the Regional Commissioner has to promote and follow our key policies. The policies cover:

Child Protection

Equal Opportunities

Religious

Safety

Vetting

Anti-Bullying

Development

Privacy and Data Protection

These policies are fully explained [here](#)

The role

Overview

The Regional Commissioner will join our Chief Commissioner to develop and support the Region to help achieve the vision of our Skills for Life Strategic Plan.

You will be a great communicator and happy to work with lots of different kinds of people. You'll have a real passion for Scouting and be able to champion our values while leading a team in the Region that supports the delivery of our strategy.

Role description

Purpose:

Lead the strategic development of the Region based on the six areas of leadership and management:

1. Provide direction
2. Work with people
3. Achieving results
4. Enabling change
5. Using resources
6. Manage time and personal skills

Responsible to:

The Chief Commissioner of Scotland

Responsible for:

Leadership of Scouting in the Region including members of the Regional Leadership Team and District Commissioners.

Who you will be working with:

You will need to enthusiastically work with and support a wide variety of people and teams in Scouting, and from other organisations and charities to deliver your work and support our strategy.

Key tasks:

As a member of the Scouts Scotland Team

- Lead Scouting in the Region and help everyone play their part
- Work with others across Scotland to best achieve goals
- Develop and Maintain good working relationships
- Think Big! Develop proactive working relationships with senior volunteers and staff at Scouts Scotland and The Scouts UK

Working with others in the Region

- Create a Team to support your work and set priorities
- Make goals and targets for the Region in keeping with our strategic plan.
- Outline how to achieve these goals and monitor progress
- Communicate well and appropriately
- Ask the big questions and then provide the back up
- Be the voice of the Region locally and Nationally
- Be a Trustee of the Regional Scout Council and support the work of the Trustee Board.

Terms of appointment:

- The appointment is for an initial term of 3 years (subject to annual review with the Chief Commissioner of Scotland) with the potential for re-appointment for a further period.
- It is expected that would be the only significant role held.
- In common with all Scouts Scotland appointments, the successful candidate will be assigned a Training Adviser and will complete a Manager/Supporter Wood Badge, within 3 years of appointment.
- The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise

Expenses:

- This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Regional Expenses Policy will be paid.

Person specification

Skills and abilities:

- Inspire and motivate people
- Lead and manage people in a voluntary environment
- Contribute to strategy development and identify practical actions to achieve strategic objectives
- Communicate effectively
- Effectively chair meetings
- Be able to cope with challenging situations
- Undertake the appropriate Adult Training requirements
- Work in partnership with staff members across the Scouts Scotland and The Scouts UK teams

Knowledge and experience:

- Previous experience of the effective management and leadership of volunteers
- Previous experience of managing adults across a wide geographical area and from various personal backgrounds

Personal qualities:

- An understanding of the third Sector
- Approachable
- Able to demonstrate initiative and empathy
- Excellent time management and a commitment to the role
- A demonstrable commitment to The Scout Association's Purpose, Values and Method
- No envisaged barriers to obtaining enhanced PVG status



How to apply

Key dates

- The closing date for applications and nominations is **midday on Friday 23 October 2020**
- Applicants will be informed as to whether they are being invited to selection by **30 October 2020**
- Interviews will then take place during November 2020

Process

Please fill in the application form and send it to John Cannon - john.cannon@sesscouts.org.uk by the application deadline. Please ensure you read the person specification section and make it clear in your application how you meet these.

Further information

We'd love to hear from you if you think this could be you! You can contact John Cannon, by email at john.cannon@sesscouts.org.uk for an informal chat about the role.

If you require any further information about the process or the role, you can also contact the Chief Commissioner of Scotland, Andrew Sharkey, by email at andrew.sharkey@scouts.scot or Head of Scouting Operations, Graeme Luke, by email at graeme.luke@scouts.scot