



Use your skills to help young people gain theirs

District Commissioner – Craigmmond

Information for anyone considering the role

June 2022



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About us

It is an exciting time to be involved in Scouting as we adjust and recover from the Coronavirus pandemic whilst continuing our current strategy to prepare better futures and deliver skills for life to young people who want to access Scouting.

We're Scouts and everyone's welcome here. All genders, races, and backgrounds. Every week we give almost half a million people aged 4-25 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.

At a time when communities are becoming more divided, we bring people together. When many young people are struggling to find purpose and belonging, Scouts helps them develop skills, confidence, and a sense of hope. We inspire positive futures and help young people find their place in the world by developing the character, employability, and practical skills they need to succeed.

'Scouts made me a do-er and a give it a go-er. Made me question and listen and have a wide-open mind. Scouts made me take a deep breath and speak up. Made me think on my feet, made me see the big picture, made me ignore the butterflies and go for it. Scouts made me get back up and try again. Made me think about what's next, and plan for it. Made me jump in, get muddy, give back and get set.'

Craigalmond Scout District

Craigalmond Scout District covers the geographical area of Corstorphine, Carrick Knowe, Craigsbank, East Craigs, Saughton, Clermiston, Cramond, Blackhall, Comely Bank, Granton, Davidson's Mains, Craigleith, Kirkliston, and South Queensferry. It is responsible for the Scout Groups (each of which includes Beavers, Cubs and Scouts as well as one Squirrel drey) and Explorer Units in the District.

At the 2022 membership census, Craigalmond District's membership included:

- 11 Squirrel Scouts (4 - 6 year-olds)
- 362 Beaver Scouts (6 - 8 year-olds)
- 464 Cub Scouts (8 - 10½ year olds)
- 418 Scouts (10 ½ - 14 year-olds)
- 232 Explorer Scouts (14 – 18 year-olds)
- 30 Network members (18 – 25 year-olds)
- 425 Adult volunteers (18+ year olds)

Craigalmond Scout District is made up of 15 Groups and 8 Explorer Scout Units. Groups include:

- 1st Craigalmond (Kirkliston) Scout Group
- 10th Craigalmond Scout Group
- 16th Craigalmond (East Craigs) Scout Group
- 21st Craigalmond (South Queensferry) Scout Group
- 23rd Craigalmond (St Columba's) Scout Group
- 30th Craigalmond (Davidson's Mains) Scout Group
- 71st Craigalmond (St Annes) Scout Group
- 82nd Craigalmond (Cramond) Scout Group
- 102nd Craigalmond (St Andrews Clermiston) Scout Group
- 122nd Craigalmond (Comely Bank) Scout Group
- 125th Craigalmond (St Ninian's Corstorphine) Scout Group
- 150th Craigalmond Scout Group

Why would I want to volunteer as a District Commissioner (DC)?

So, what's in it for me you're wondering? Whilst volunteering as a DC can be challenging at times, it is also incredibly rewarding.

As a District Commissioner (DC), you will have a unique opportunity to develop and hone **your leadership skills** by managing a team of volunteers across Craigalmont District. This role is all about people and one of the incredible benefits of volunteering in any role in Scouts, but even more so as DC, is the teams of people you get to work with. You will inherit an incredible **team of dedicated people** leading Scouting in Craigalmont, including Deputy and Assistant DCs as well as a strong team of Group Scout Leaders managing Scouting locally in groups. As DC **you get to inspire, motivate, shape, and develop this team**, building friendships and establishing a sense of camaraderie focused on our mission for young people.

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then being a DC provides all of that. In this role you will get to see the difference that Scouts makes to so many young people's lives across a large area, helping them developing skills for life, fostering friendships, and providing so many incredible and unforgettable experiences.

As DC you have a significant role **to lead the progress of our strategy** with the support of the District team and District Executive Committee as well as the Regional Commissioner and your colleagues on the Regional Leadership Team.

It is an exciting time to take up the reins and support this work to achieve our ambitious goals for new young people so if you are reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, **ask yourself if not me, then who? If not now, then when?**

The role

Overview

This is a volunteer vacancy. We're looking for an enthusiastic and keen individual to take on this exciting role of District Commissioner (DC) for Craigalmond Scout District. You'll be responsible for inspiring, leading and supporting the development of Scouting in the district. You'll be working closely with our Regional Commissioner and your District team and be a key person in the growth of Scouting in Craigalmond District and, as part of the Regional Leadership Team, the wider Region.

This is a management role, and we need someone who can provide leadership, motivation, and guidance to other adult volunteers. A large part of this role involves supporting managers of local Scout Groups.

For any adult volunteer in Scouting, their manager will be a regular point of call for support. Don't worry if you've not had any recent Scouts experience as a leader or volunteer but some connection to the scouting movement is desirable. We will make sure you're fully trained and supported.

The District Commissioner will also provide direction for the District, and will help others see the bigger Scouting picture

Purpose: The District Commissioner is a key role which provides leadership and management to all adult and youth members of the District.

The role also requires the right individual to:

- Provide strategic leadership to Scouting in the District
- Ensure the good quality Scouting is delivered to young people
- Develop Scouting in the District
- Promote and maintain the policies of the Scouts
- Positively manage and support adults defining roles and responsibilities

Appointed by: Regional Commissioner

Responsible to: Regional Commissioner

Key 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.
- Ensure that Scouting in the District is attractive to young people and adults from all backgrounds in the District.
- 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.
- Work with the Regional Commissioner and other District Commissioners in the Region to ensure that the Scouting in the Region thrives.

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

Person specification

Skills and abilities:

Essential:

- Excellent written and oral communication skills
- Provide advice and guidance effectively to others
- Provide inspirational leadership for the District
- Provide strategic direction for the District
- Motivate adults volunteering in the District
- Build, maintain and facilitate effective working relationships with a wide range of people
- Enable others to identify issues, clarify objectives, develop attainable objectives, and gain the necessary skills and confidence to work as an effective team
- Ability to negotiate compromises
- Plan, manage and monitor own tasks and time
- 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
- Use basic computer software

Knowledge and experience:

Essential:

- Ability to manage adults effectively

Desirable:

- Experience of working in the Scout or Guide Movement as an adult
- Understanding of the challenges of working in the voluntary sector
- Experience of working with young people and/or community work with adult groups

Personal qualities:

Essential:

- An understanding of the needs of adult volunteers
- Flexible approach
- Self-motivated
- Able to work as part of a team and promote good teamwork
- Resourceful, energetic, and enthusiastic about the job
- Acceptance of the fundamentals of the Scout Movement



Key Areas of Leadership and Management

The role of DC is based around six key areas of leadership and management:

1. **Providing direction:** A good District Commissioner will help 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 Commissioner can help 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:** A good District Commissioner can help ensure that District 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 a District Commissioner 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 Commissioner 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 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. 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 descriptions and person specification.

For more information, or for an informal chat about this vacancy, please contact: Martin Elliot, Regional Commissioner via [email](#).

Key dates

The closing date for applications is **June 30th 2022**.

Apply

If you are interested in applying for the District Commissioner role in Craigmmond, please complete the application form below.

Your full name	
Your contact telephone	
Your contact email	
Role applied for	
Please outline why you want to apply for the role. 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)	

The closing date for receiving applications is **June 30th 2022**. Please send an introductory email with the above attachment to: **Martin Elliot, Regional Commissioner** via [email](#).

Nominate

If you think you know the right person for the District 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 full name	
Nominee's contact telephone	
Nominee's contact email	
Role nominated for	
Please outline why you felt motivated to nominate this person for the role	
Please describe the skills they would bring to this role (refer to person specification)	
Your name	
Your email	
Your telephone	

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