

GET AHEAD.

Scouting and your career
A resource for adults in Scouting



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INTRODUCTION

Competition in the job market is higher than ever, and making your application stand out to potential employers is vital. Most candidates who apply for a job have the required academic and technical skills, so to be successful you need something extra to set yourself apart.

This is where Scouting can help. Your time in Scouting, the roles you have held and the experiences you have taken part in will have developed a whole range of skills to impress employers. In a recent Public and Corporate Economic Consultants (PACEC) report into the impact of Scouting, 41% of employers said that involvement in Scouting would have a positive influence on their decision to employ applicants.

In order to make the most of the advantage Scouting will give you in the job market, make sure you highlight these skills to potential employers. People in Scouting will know that being a section leader means you have leadership, interpersonal and teamwork skills, as well as integrity and the ability to make decisions, use your initiative and manage your time effectively. However a potential employer may not make these connections, so you need to do it for them.

This guide is designed to help you to translate your Scouting roles and experiences into skills and personal qualities that will impress employers and improve your chances of getting a job.

SKILLS AND EXPERIENCES IN SCOUTING

This table is designed to identify the skills and personal qualities that different Scouting roles and experiences help to develop.

The first column identifies a number of common experiences had by adults in Scouting, and the second column includes a short description that could be included in an application form or interview answer to provide explanation for a potential employer.

The third column identifies the skills and personal qualities that holding the role or taking part in the activity will have helped you to develop. These skills and qualities are all highly sought after by employers, and will give you an advantage when applying for jobs.

Scouting experiences	Description	Skills and personal qualities
Being a member of The Scout Association and following the Scout Promise and Law	<ul style="list-style-type: none"> • committing to attending regular meetings • following a set of values (the Promise and Law) 	<ul style="list-style-type: none"> • integrity • commitment
Leader/Assistant Leader	<ul style="list-style-type: none"> • completed the relevant modules of the Adult Training Scheme • attended weekly meetings for the section • taken part in the planning of the programme and events, considering the age range and abilities of the young people you are working with, and also working to The Scout Association's rules and guidance • being directly responsible for the safety, wellbeing and personal development of the young people you are working with • for Wood Badge holders, there are opportunities for external recognition of your qualification: scouts.org.uk/supportresources 	<ul style="list-style-type: none"> • leadership • communication skills with people of all ages • interpersonal skills • flexibility and adaptability • commitment • able to cope with responsibility • decision-making • trustworthy • time management – Scouting takes place alongside your other commitments • ability to plan and meet goals, for example completing your adult training
Volunteer Manager (Group Scout Leader, District Commissioner, County Commissioner)	<ul style="list-style-type: none"> • managing groups of adult volunteers • completing relevant training for your role 	<ul style="list-style-type: none"> • people management • leadership • communication skills • managing expectations • decision-making • using your initiative • time management – Scouting takes place alongside your other commitments • self motivation • flexibility and adaptability
Trainer	<ul style="list-style-type: none"> • training adult volunteers using The Scout Association's Adult Training Scheme modules 	<ul style="list-style-type: none"> • presentation skills • communication skills • organisation skills • facilitating discussion
Treasurer or member of a finance sub-committee	<ul style="list-style-type: none"> • working with other committee members to make important decisions • managing the funds of a Scouting Unit, ensuring that they are appropriately invested • ensuring the Unit remains solvent 	<ul style="list-style-type: none"> • financial awareness • organisational skills • communication skills • problem solving and decision-making • using your initiative
Executive Committee member	<ul style="list-style-type: none"> • acting as a trustee for a Scouting unit • working with other committee members to make important decisions 	<ul style="list-style-type: none"> • communication skills • problem solving and decision-making • organisational skills • using your initiative
Secretary, Administrator, or Appointments Secretary	<ul style="list-style-type: none"> • creating and maintaining accurate records of membership in a certain area • records are kept in an online database 	<ul style="list-style-type: none"> • computer literacy • organisational skills • administrative skills

Hold an Adventurous Activity Permit (personal, leadership or supervisory)	<ul style="list-style-type: none"> developing a high level of skill in and knowledge about a chosen adventurous activity being able to lead sessions to instruct others in this activity, including being responsible for their safety and personal development 	<ul style="list-style-type: none"> able to cope with responsibility leadership communication skills using your initiative
Hold a nights away permit	<ul style="list-style-type: none"> able to run residential experiences for young people 	<ul style="list-style-type: none"> trustworthy leadership organisational skills
Risk assessment	<ul style="list-style-type: none"> identifying potential risks for different activities working out ways to minimise these risks managing a risk log assessing and recording risks 	<ul style="list-style-type: none"> using your initiative decision-making problem solving
Budgeting and fundraising	<p>Budgeting:</p> <ul style="list-style-type: none"> working out the costs of various elements of different activities, including camps working out how much to charge individuals creating a budget for the running of the Unit, and ensuring it is not exceeded <p>Fundraising:</p> <ul style="list-style-type: none"> this could be as a participant or organiser deciding what you are fundraising for, how you are going to do it, and organising and running the event 	<ul style="list-style-type: none"> financial awareness organisational skills planning and decision-making
Taken part in international events	<ul style="list-style-type: none"> either travelling overseas with Scouting, or attending an event in the UK where Scouts from other countries will be present working alongside people from other countries and developing awareness of different cultures and some of the issues that face communities in other countries 	<ul style="list-style-type: none"> teamwork cultural awareness personal development
Attended a World Scout Jamboree as a Unit Leader	<ul style="list-style-type: none"> attending events to select members of your Unit to attend the Jamboree carrying out regular training weekends with your Unit prior to the event leading your Unit both before and during the Jamboree fundraising giving presentations to different age groups after the Jamboree 	<ul style="list-style-type: none"> leadership teamwork cultural awareness flexibility and adaptability time management – Scouting takes place alongside your other commitments communication skills presentation skills
Attended a World Scout Jamboree as a member of International Service Team (IST)	<ul style="list-style-type: none"> attending a selection event, regular training weekends, and completing fundraising providing a service at the Jamboree, for example catering or running activities 	<ul style="list-style-type: none"> teamwork cultural awareness flexibility and adaptability time management – Scouting takes place alongside your other commitments

HOW TO USE THIS INFORMATION

These are some examples of how the information in the table could be incorporated into your CV, application forms or interview answers.

The three columns of the table should make up the three parts of your answer.

- Your role/what you have done.
- An explanation of what this involves.
- The skills this has helped you to develop.

For example:

Have you ever held a leadership position?

Role: Section Leader, Beaver Scouts

What this involves: Running the section, in particular planning and delivering a balanced programme which takes into account the ages and abilities of the young people as well as the resources available. Planning and running activities and camps, and working with a team of Assistant Section Leaders, Section Assistants and Young Leaders.

Skills: Leadership, teamwork, communication, flexibility and adaptability, decision-making, reliability, time management.

Have you ever managed other people?

Role: Volunteer Manager, District Commissioner

What this involves: Managing and supporting the development of Scouting in a geographical area, ensuring that it runs effectively and in accordance with the rules and policies of The Scout Association.

Skills: People management, leadership, communication skills, decision-making and using initiative, time management, flexibility and adaptability, self-motivation.

Have you ever been a member of a committee?

Role: Charity trustee of a local Scout Group.

What this involves: Being a member of a committee that ensures the charity is well run, solvent, and abides by The Scout Association and Charity Commission rules.

Skills: Communication and organisational skills, problem solving and decision-making, using initiative.