



BOARD OF TRUSTEES

TRUSTEE ROLE DESCRIPTION AND PERSON SPECIFICATION

The Scout Movement can be justly proud of its achievements and success. The sheer breadth of coverage and the many millions of young people who have been inspired over the years is a story in itself. Our ambitions for the future are captured within our strategy, [Scouting for All](#). By 2018 we want to bring Scouting to at least half a million young people and attract enough volunteers to help us do this. We want Scouting to be inclusive, shaped by young people and making even more of a positive impact in our communities. We need YOU to help us achieve this.

The demand for new groups and adults volunteers continues to grow. The positive impact on the life chances and opportunities of children and young people is well established. Our programme of activities for young people and volunteers is now bigger and better than ever; providing more fun, more choice and more adventure.

There are not many roles where you can say you are a part of the largest volunteer co-educational youth movement in the WORLD. The reward of strategically participating in the governance of an organisation that positively engages and supports thousands of highly motivated and dedicated volunteers should never be underestimated. This said, the overall time required to prepare for meetings, attend meetings and the travel will also be factors you as a candidate will have to consider.

An empathy with The Scout Association's core values and mission is vital as is your personal experience of volunteering within the organisation. All of these things make the role of Trustee very attractive.

Lack of board diversity has been highlighted as a concern by the Charity Commission and we particularly welcome applications from black and minority ethnic candidates where we are under-represented. A recent skills audit of Board members identified that the Board would especially benefit from experience in fundraising, digital, communications or legal and regulatory expertise.

TRUSTEE ROLE DESCRIPTION

Role purpose: To develop The Scout Association in keeping with its charitable objectives and in the parameters of good governance.

Main responsibilities

1. To take part in formulating and regularly reviewing the strategic aims of the organisation, and in providing direction for its ongoing development, in accordance with the Bye Laws.
2. With other Trustees, to ensure that the policy and practices of the Association are in keeping with its aims.
3. With other Trustees, to exercise effective control, ensuring that the Association functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
4. With other Trustees, to fulfil all other duties as laid out by law and in accordance with the Bye Laws.
5. To sit on at least one of the Board's reporting committees (Finance; Operations; Risk Assurance; Staffing, Salary & Remuneration and Nominations and Governance) and/or a sub-committee or working group.

Main duties

1. Developing and reviewing strategic aims
 - consider the organisation as a whole, including its subsidiary companies, and its members.
 - reflect the Association's vision, strategy, major policies and values at all times.
 - contribute specific skills, experience and contacts in support of the Association's activities.
2. Ensuring policies and practices are in keeping with aims
 - abide by the principles laid down in the person specification (and code of conduct).
 - attend meetings of the Trustee Board (there are normally 4 per year as well as the AGM) and the reporting committees (frequency varies).
 - reflect the Trustees' policies and concerns in all interactions with the Movement.
 - assist in the implementation of the Association's strategic goals.
 - monitor and evaluate performance against strategic aims.
3. Exercise effective control and ensure best practice
 - attend training and development opportunities as appropriate, including an induction programme on taking up the role of Trustee, and Trustee briefings.
 - work effectively as a team member of the Trustee Board in exercising its responsibilities and functions.
 - take an active role in a reporting committee and/or sub-committee or working groups, contributing specialist skills, experience and knowledge as required.

- protect the assets and integrity of the charity, with regard to best practice.
- maintain good relations with Association staff.
- fulfil such other duties and assignments as may be required from time to time by the Trustee Board.
- engage with members of the Movement at other levels in the organisation.

TRUSTEE PERSON SPECIFICATION

As a Trustee you should be able to demonstrate the following:

- A record of proven and significant achievement in your own field.
- An understanding of the type of work undertaken by the Association and commitment to the values and ethos of The Scout Association.
- A personal alignment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Successful experience of operating on a board or a major committee in a charitable, public sector or commercial organisation.
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- Confident and effective communication skills with a range of audiences and the ability to challenge in a constructive way.
- A background in one or more the following areas would be particularly welcomed;
 1. Fundraising
 2. Digital
 3. Communications
 4. Legal & regulatory expertise
- An understanding of how to motivate and enthuse volunteers.
- A proven track record of sound judgment and effective decision making.
- An understanding of the respective roles of the Chair, Trustees, UK Chief Commissioner and Chief Executive.
- A track record of commitment to promoting equality and diversity.
- Wider involvement with the voluntary sector and other networks.
- Enthusiasm, energy and time to commit to this role.