



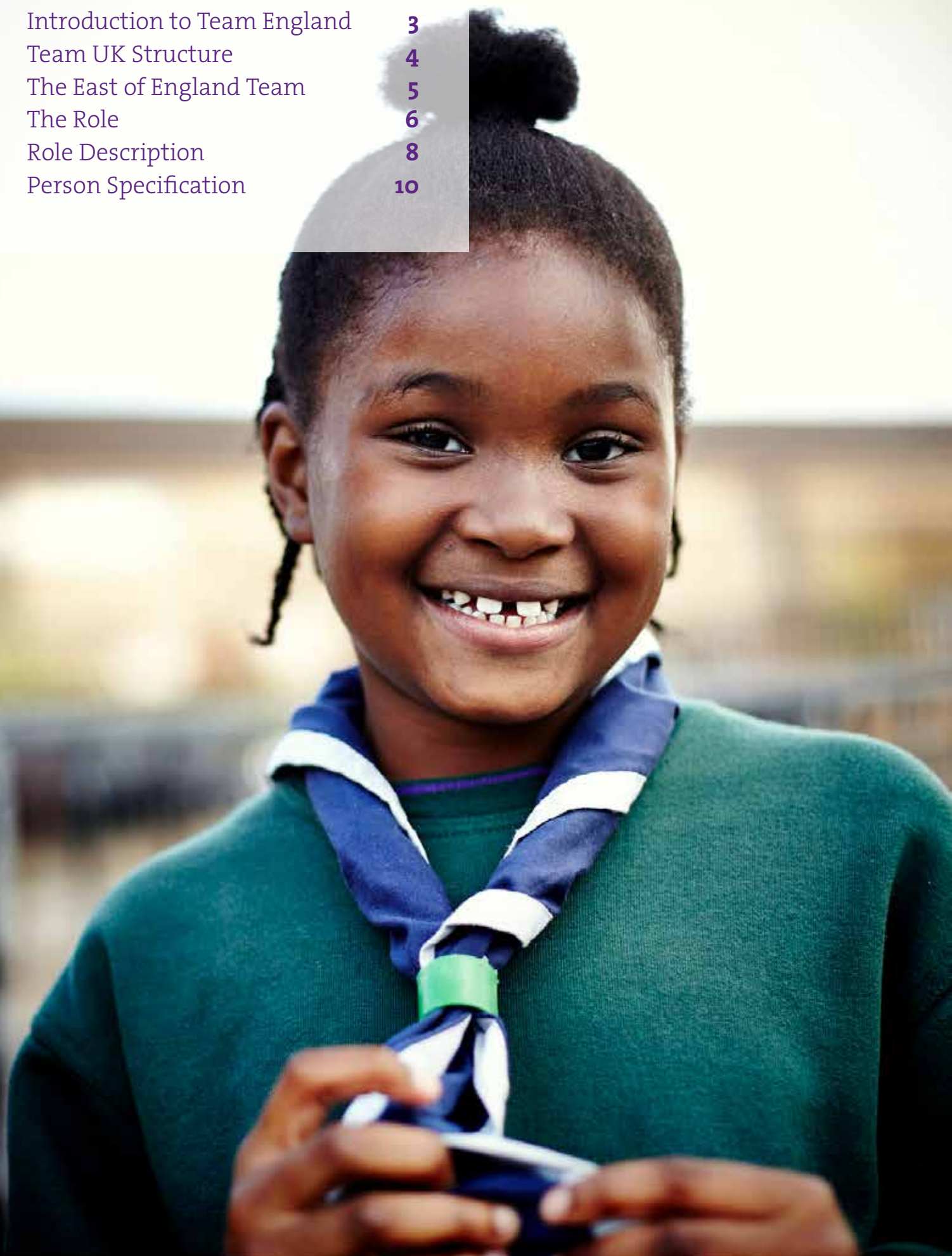
CAN YOU INSPIRE?

Regional Commissioner for the
East of England Volunteer Vacancy Pack



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INTRODUCTION TO TEAM ENGLAND

It is an exciting time to be involved in Scouting as we gear up to embark on a new five-year strategy in 2018 to prepare better futures and deliver skills for life to young people who want to access Scouting. The Regional Commissioner role in the East of England is an important UK Headquarters appointment within Team England, responsible for providing inspirational and effective leadership for our 54,000 members within the East of England Scout Counties. As Regional Commissioner you will take the lead for implementing our new 2018-23 strategy with your team of six County Commissioners and ensuring they feel motivated and supported to lead their teams to success.

We like to think of Team England as an inclusive team, including our staff colleagues within the Regional Services Team, the eight Regional Commissioners, our regional growth and training leads as well as the 60 County Commissioners who manage Scouting across the country. You will be joining a team of talented, focused volunteers who are all passionate about bringing brilliant Scouting to every young person who wants to take part.

We believe that the Regional Commissioner is a unique, yet highly rewarding role within the team. We are looking for individuals who can lead by being a great coach, critical friend and motivator to get the best from their team. Yes, this is a manager role within Scouting, but it is not about being a County Commissioner for County Commissioners. It's also about being a great mentor. A successful Regional Commissioner will build the right team around them and work hard to nurture, inspire and lead their team to do a great job.

Scouting within the East of England continues to grow and thrive, and this role provides the opportunity to be at forefront of our future success.



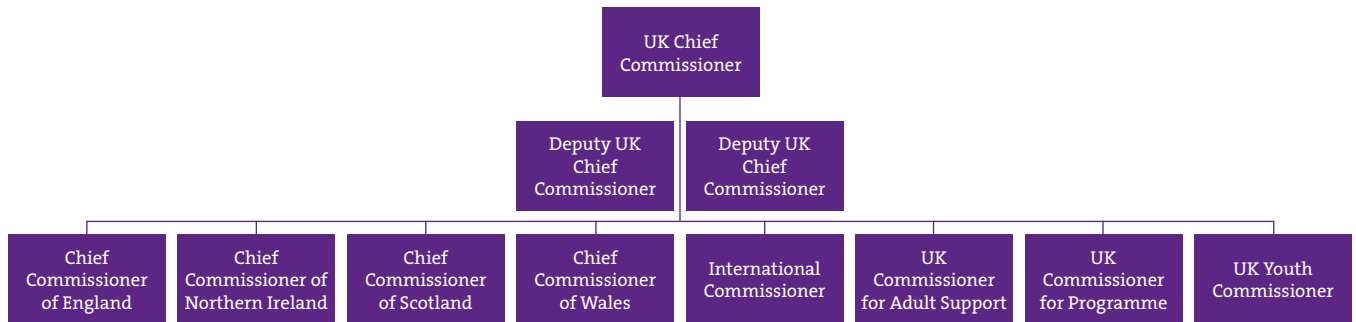
Alex Peace-Gadsby,
Chief Commissioner of England



Sam Morris,
Deputy Chief Commissioner of England

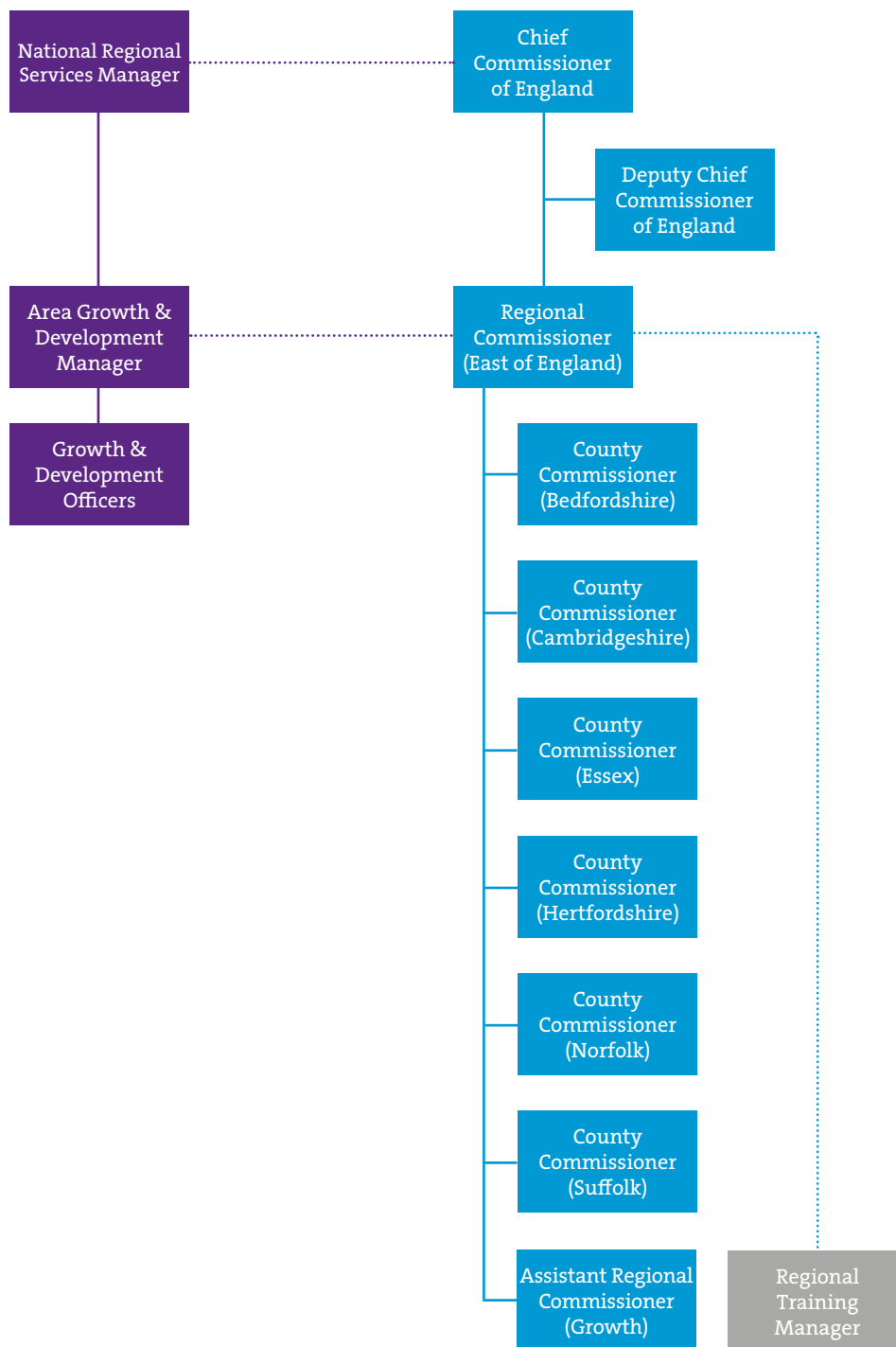
TEAM UK STRUCTURE

Scouting is managed through teams of volunteers, led by the UK Chief Commissioner and Team UK, who work in partnership with staff teams, led by the Chief Executive, and governed by a Board of Trustees.



THE EAST OF ENGLAND TEAM

The East of England team comprises:



THE ROLE

Overview of the role of the Regional Commissioner for the East of England

The Regional Commissioner is a senior volunteer leadership role within Scouting with responsibility for providing outstanding management and support for the six County Commissioners within the East of England region. The primary focus for the Regional Commissioner is to ensure that Scouting is able to reach every young person in each of the six Counties; open to all regardless of faith, colour or social background, because we believe Scouting has the ability to change lives. This is achieved by leading the team of six County Commissioners, the Assistant Regional Commissioner (Growth), the Regional Training Manager and working with the Regional Services Team (employed staff) to provide enough places to meet the demand for Scouting, and by ensuring that every youth member has access to a high quality balanced programme that is challenging, relevant and rewarding.

About the East of England Region

The six Counties

Bedfordshire

Youth membership: **5,316**
 Adult volunteers: **1,836**
 Number of Scout Districts: **8**
 Number of Scout Groups: **76**

Cambridgeshire

Youth membership: **6,314**
 Adult volunteers: **2,190**
 Number of Scout Districts: **9**
 Number of Scout Groups: **106**

Essex

Youth membership: **15,828**
 Adult volunteers: **5,973**
 Number of Scout Districts: **19**
 Number of Scout Groups: **243**

Hertfordshire

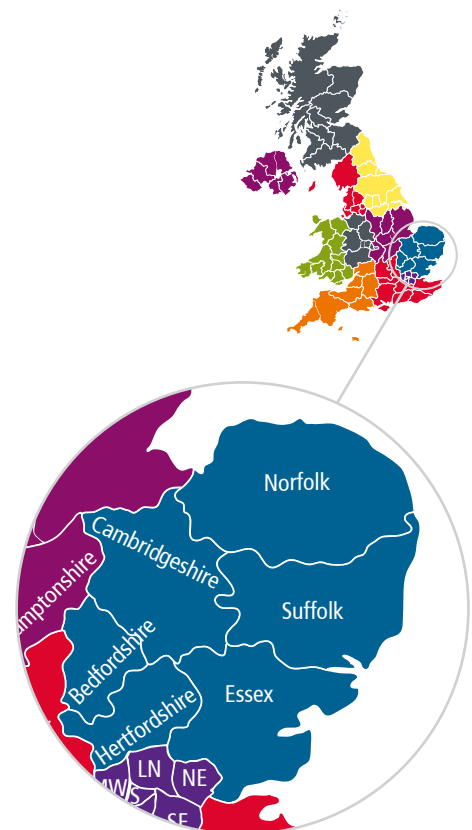
Youth membership: **14,201**
 Adult volunteers: **4,751**
 Number of Scout Districts: **18**
 Number of Scout Groups: **177**

Norfolk

Youth membership: **6,353**
 Adult volunteers: **2,672**
 Number of Scout Districts: **9**
 Number of Scout Groups: **116**

Suffolk

Youth membership: **5,927**
 Adult volunteers: **2,276**
 Number of Scout Districts: **8**
 Number of Scout Groups: **89**



The Regional Services Team

The Regional Services Team is part of the UK Headquarters staff team, with field based who cover the eight English regions. Teams of Growth & Development Officers, Senior Growth & Development Officers and Area Growth & Development Managers work alongside Group Scout Leaders, District, County and Regional Commissioners, as well as Assistant Regional Commissioners (Growth) to help open new sections, units and groups, provide tools to help existing groups to grow, provide training on adult recruitment, and support the induction of new volunteer managers in Scouting.

The Regional Commissioner is a key link between the Regional Services Team and local Scouting. Through close working and effective communication, the Regional Commissioner will develop plans with the team to ensure the best use of resources to achieve Scouting's goals for the region, as agreed with the Chief and Deputy Chief Commissioner of England. One Area Growth & Development Manager manages the staff team for both the East of England and London regions and works closely with both Regional Commissioners. The Area Growth & Development Manager is line managed by the National Regional Services Manager.

Assistant Regional Commissioner (Growth)

The Regional Commissioner is responsible for directly managing the Assistant Regional Commissioner (Growth) role. This role is tasked with supporting the Regional Commissioner and working with the Regional Services Team and County Commissioners to identify and support areas for growing our membership. This role is supported nationally by the growth leads for England through quarterly meetings and specialist support.

Regional Training Manager

The Regional Training Manager is line managed by the Training Support Manager for England and provides leadership to volunteers within the region who manage our Adult Training Scheme. They directly support the six County Training Managers within the Region, running regular meetings and overseeing the delivery of our newly introduced leadership and management training courses. The Regional Commissioner is expected to work closely with the Regional Training Manager to ensure that the support for volunteers who manage training is aligned with the needs and priorities of the region.





Role description

Appointed by:	Chief Commissioner of England (via the Headquarters Appointments Committee)
Responsible to:	Chief Commissioner of England
Responsible for:	<ul style="list-style-type: none"> • County Commissioners x6 • Assistant Regional Commissioner (Growth) • Close working and support for the Regional Training Manager • Regional Administrators (where appointed)
Main internal contacts:	Chief and Deputy Chief Commissioners of England, other Regional Commissioners in England, County Chairs, Regional Training Manager, Training Support Manager (England), Regional Services Team staff in the Region
Other internal contacts:	UK Chief Commissioner, UK Youth Commissioner and team, Deputy UK Chief Commissioners, UK Commissioners and teams, Senior Leadership Team and other Headquarters staff
Key tasks	<ul style="list-style-type: none"> • Ensure that each County in the Region has effective leadership by supporting the County Commissioners to set and achieve objectives for their teams by holding regular reviews and one-to-one meetings. • Lead the recruitment and appointment of new County Commissioners where required and ensuring that interim arrangements are put in place for any vacant posts. • Build and maintain a sense of regional team by holding regular team meetings with the County Commissioners, Assistant Regional Commissioner (Growth), Regional Training Manager and Regional Services Team staff to collaborate and provide peer support. • Together with the County Commissioners, agree the regional priorities and produce a plan to deliver these to meet The Scout Association's vision and strategic objectives. • Ensure that problems within the Region are resolved so that an effective volunteering culture is encouraged and County Commissioners feel supported to deal with challenging issues, including complaints in a timely manner. • Play an active part within Team England by attending 3x meetings per year for Regional Commissioners and twice yearly meetings for Regional and County Commissioners to contribute to the development of Scouting within England. • Represent Team England and UK Headquarters as appropriate within the region through attendance at County and District meetings and events.

Time commitment

- On average, eighteen weekends (or part weekends) per year
- Approximately eight hours per week to attend meetings and manage administration Terms of appointment
- The appointment is for an initial term of 3 years (subject to annual review with the Chief Commissioner of England), with the potential for reappointment for a further period of time.
- This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Association's Expenses Policy will be paid.

Induction and training for the role

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a manager Wood Badge.

Induction for this role will be delivered through meetings with the Chief and Deputy Chief Commissioners for England, the Area Growth & Development Manager and a 1-2 day onsite induction with key UK Headquarters staff at Gilwell Park.

For more information about the role

Interested candidates are also encouraged to review Factsheet FS103979 available online at:

<https://members.scouts.org.uk/factsheets/FS103979.pdf> which provides more information about the role of the Regional Commissioner in England, structured around the six key areas of leadership and management.



PERSON SPECIFICATION

Skills and abilities:

- Ability to lead, manage and motivate people in a voluntary environment.
- Ability to contribute to strategy development and identify practical actions to achieve strategic objectives.
- Ability to communicate effectively, orally and in writing.
- Ability to speak and present publicly in a clear, articulate and motivating way
- Ability to effectively chair meetings.
- Ability to listen to others and counsel when necessary.
- Ability to be assertive and cope with challenging situations.
- Ability to use technology, especially mobile email, to carry out a range of tasks (confident in Microsoft Word, Excel and PowerPoint).
- Ability to quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Ability and willingness to undertake the appropriate adult training requirements.

Knowledge and experience:

- Approachable at all reasonable times.
- Self-motivated.
- Flexible approach.
- Resourceful, energetic and enthusiastic about the role.
- Commitment to The Scout Association's Fundamentals.
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel.
- No envisaged barriers to obtaining enhanced disclosure.



NEXT STEPS

The process of making a recommendation for appointment to the role is undertaken by a Search Group. The Search Group for this role will be chaired by Alex Peace-Gadsby (Chief Commissioner of England) with staff support from John McAtominey, Acting National Regional Services Manager.

Self nominations are very welcome and actively encouraged

The Search Group is keen to receive nominations for the role from a wide range of individuals – self nominations are very welcome. When completing the nomination form please provide as much relevant information as possible as this will assist the Search Group in considering who may be best suited for the role. Please refer to the role description and person specification to help the Search Group understand how the nominee meets the requirements of the role. It may be helpful to include experiences outside of Scouting that are relevant to the role such as in professional or other volunteer capacities.

Further information

If you require any further information about the role, or indeed would like an informal discussion about it, please contact John McAtominey (Interim National Regional Services Manager) by telephone on **07947 239152** or by email at john.mcatominey@scouts.org.uk.

Nomination/Application deadline

Completed nominations should be made using the online form at scouts.org.uk/about-us/volunteering-vacancies by **Sunday 26 November 2017**.

Selection event for shortlisted candidates

The selection event for shortlisted candidates is likely to take place on **Saturday 16 December**, at a venue within or close to the region.