



# Regional Commissioner North East England Applicant Information Pack



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# Introduction to Team England

It is an exciting time to be involved in Scouting as we have just embarked 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 North East of England is an important UK Headquarters appointment within Team England, responsible for providing inspirational and effective leadership for our 45,000 members within the North East Scout Counties. As Regional Commissioner you will take the lead for implementing our new 2018-23 strategy with your team of eight 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 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 North East of England has grown over the last five years, out performing all of the other regions and nations in 2018. This role provides the opportunity to be at forefront of our continued success in the North East of England.



**Alex Peace-Gadsby**, Chief Commissioner of England



**Sam Morris**, Deputy Chief Commissioner of England

## Our values

**Integrity**

**Respect**

**Care**

**Belief**

**Cooperation**

# Our strategic plan

**By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.**

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Scouts has never been so important in helping young people prepare for the future, developing the skills they need to succeed in a changing world. Each week almost half a million young people enjoy fun, friendship and outdoor adventure. They develop a sense of optimism and strong values as well as the leadership and team working skills that are more valuable today than ever.

Our movement achieves remarkable things. We have continued to grow for 13 consecutive years. Our previous plan, Scouting for All, inspired new Groups and sections to start in an additional 834 areas of deprivation since 2013. We now help over 462,000 young people aged 6-18 (including 102,000 girls) get the best possible start in life. Our social action campaign, A Million Hands, has enabled over 200,000 young people to make a positive contribution in their local communities.

Now we want to go further. Skills for Life is a strategy that supports and empowers our volunteers who are the people that make Scouts a reality. It's a strategy to bring communities together and contribute towards a better society. But most of all, it's a strategy for young people. They deserve the best skills, the best support, and the best possible futures

## Skills for Life

Our plan to prepare better futures 2018-2023

### Our vision

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

### Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

### Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

### Our goals

We will achieve the following goals against our four objectives:

#### Growth

- 50k more young people
- 10k more Section Leaders
- 5k more Young Leaders

#### Inclusivity

- The demographic of adult volunteers reflects society
- In 500 more areas of deprivation

#### Youth Shaped

- 250k young people shape their Scouting each year
- 50% young people achieve top awards

#### Community Impact

- 250k young people making a positive impact in their local communities each year
- 50% young people achieve top awards

### Our three pillars of work

To meet these objectives, we will focus on three pillars of work:

#### Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.

#### People

More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.

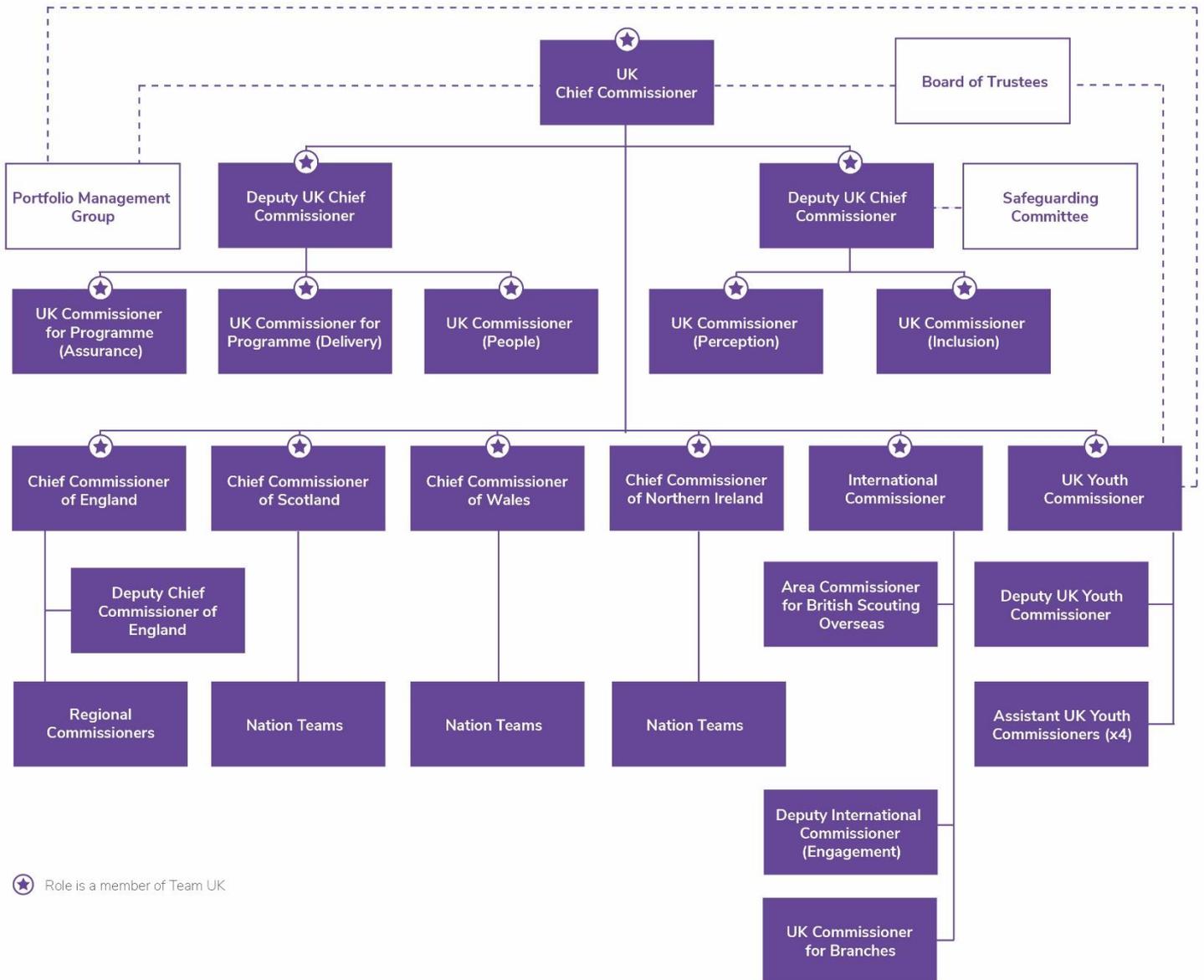
#### Perception

Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

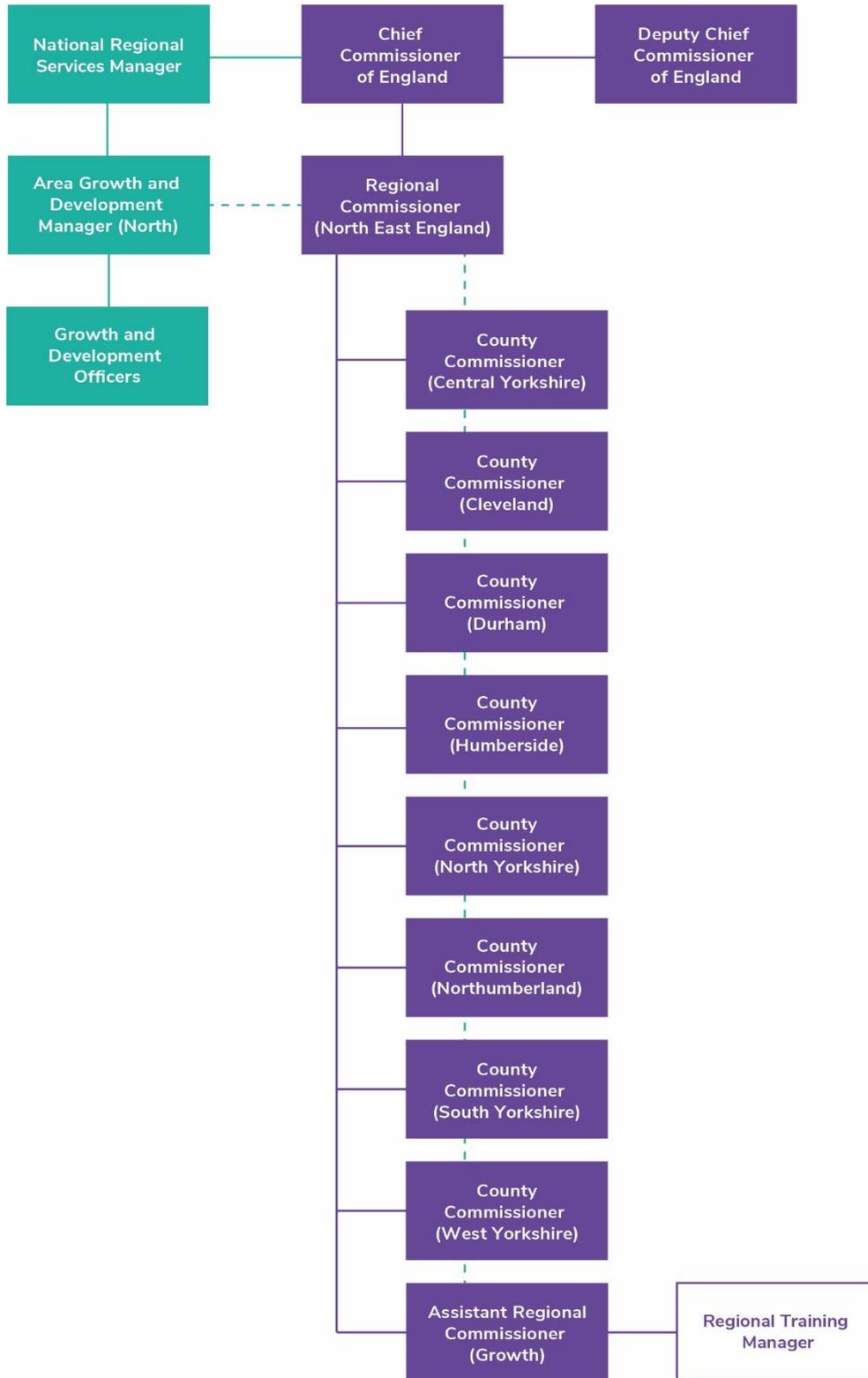
**'I believe that Scouts empowers young people. It gives them skills to achieve the remarkable, and opportunities to develop a deeper understanding of the rapidly changing world.'** Tim Kidd, UK Chief Commissioner

# Team UK structure

## Delivering the 2018 to 2023 Strategy



# The North East England Team



# The role

## Overview of the role of Regional Commissioner of North East England

The Regional Commissioner is a senior volunteer leadership role within Scouting with responsibility for providing outstanding management and support for the eight County Commissioners within the North East 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 eight 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 eight 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 North East England Region

The eight Counties are as follows

### Central Yorkshire

Youth membership: 7006

Adult volunteers: 2386

Number of Scout Districts: 9

Number of Scout Groups: 101

### Humberside

Youth membership: 4640

Adult volunteers: 1697

Number of Scout Districts: 9

Number of Scout Groups: 86

### West Yorkshire

Youth membership: 8084

Adult volunteers: 3400

Number of Scout Districts: 14

Number of Scout Groups: 142

### Cleveland

Youth membership: 2218

Adult volunteers: 876

Number of Scout Districts: 5

Number of Scout Groups: 40

### North Yorkshire

Youth membership: 6395

Adult volunteers: 2408

Number of Scout Districts: 14

Number of Scout Groups: 100

### Durham

Youth membership: 6012

Adult volunteers: 2198

Number of Scout Districts: 14

Number of Scout Groups: 102

### Northumberland

Youth membership: 5438

Adult volunteers: 2220

Number of Scout Districts: 10

Number of Scout Groups: 85

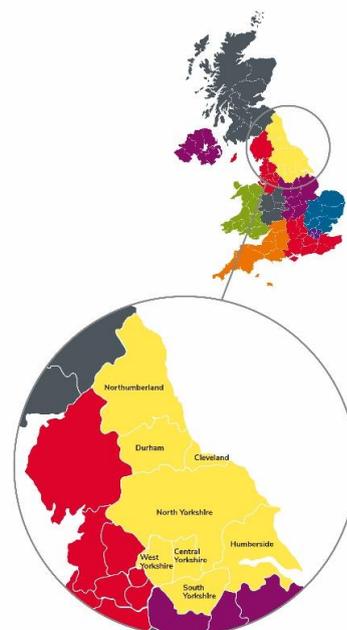
### South Yorkshire

Youth membership: 7428

Adult volunteers: 2656

Number of Scout Districts: 7

Number of Scout Groups: 109



## The Regional Services Team

The Regional Services Team is part of the UK Headquarters staff team, with field-based staff 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 North West and North East 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 eight 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

<b>Appointed by:</b>	Chief Commissioner of England (via the Headquarters Appointments Committee)
<b>Responsible to:</b>	Chief Commissioner of England
<b>Responsible for:</b>	<p>County Commissioners x8</p> <p>Assistant Regional Commissioner (Growth)</p> <p>Close working and support for the Regional Training Manager</p> <p>Regional Administrators (where appointed)</p>
<b>Main internal contacts:</b>	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
<b>Other internal contacts:</b>	UK Chief Commissioner, Deputy UK Chief Commissioners, UK Commissioners and teams, Senior Leadership Team and other Headquarters staff
<b>Key tasks:</b>	<p>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.</p> <p>Lead the recruitment and appointment of new County Commissioners where required and ensuring that interim arrangements are put in place for any vacant posts.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Represent Team England and UK Headquarters as appropriate within the region through attendance at County and District meetings and events.</p>
<b>Time commitment:</b>	<p>On average, eighteen weekends (or part weekends) per year</p> <p>Approximately eight hours per week to attend meetings and manage administration</p>
<b>Terms of appointment:</b>	<p>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.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Association’s Expenses Policy will be paid.</p>

## 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 of England, the Area Growth & Development Manager and a 1-2 day onsite induction with key UK Headquarters staff at Gilwell Park in Chingford, London.

## For more information about the role

Interested candidates are also encouraged to review [Factsheet FS103979](#) 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 and how to apply

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) in partnership with John McAtominey, 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 (National Regional Services Manager) by telephone on 07947239152 or by email at [john.mcatominey@scouts.org.uk](mailto: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](https://scouts.org.uk/about-us/volunteering-vacancies) by Friday 7 December

## Selection event for shortlisted candidates

The selection event for shortlisted candidates is likely to take place on a weekend in early January, at a venue within or very close to the region.