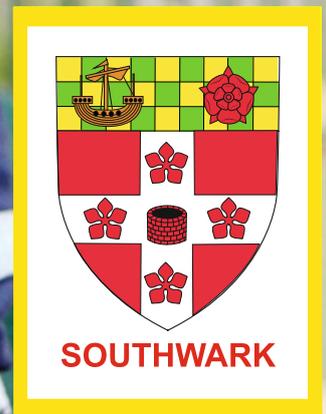


# Scouts



Southwark



## District Commissioner

Southwark Scout District

# As scouts, we believe in empowering young people with skills for life. We encourage our young people to do more, learn more and be more

Each week, we give over 3600 young people across South London the opportunity to enjoy fun, challenge and adventure while developing the skills they need to succeed, supported by over 1500 volunteers. We're talking about teamwork, leadership and resilience – skills that have helped scouts become everything from teachers and social workers to astronauts and olympians. We believe in bringing people together.

We celebrate diversity and stand against intolerance, always. We're a worldwide movement, creating stronger communities and inspiring positive futures.

As we work on our strategic plan 'skills for life', this is an incredibly exciting time for scouting and a great time to be joining our county leadership team.

We know that in order to reach our goals and continue to bounce back, after the unprecedented challenges we have recently faced, more support is needed over the next five years to build a resilient team that provides real support to the members of Southwark District. We want to focus on developing a culture that can meet the challenges we face, encourages innovation and new ways of working, and that values the contribution everyone makes to achieve our goals.

Darren Lodge  
County Commissioner





**Welcome**

# Volunteering with us

Volunteering with us is easy, fun and offers many opportunities for gaining externally-recognised qualifications. Why not strengthen your CV while making a real impact on the lives of Young People?

How much time you give is up to you, and you don't need any previous experience. We'll make sure you're properly trained and supported.



# Whats in it for you...

The only prerequisite to volunteer with us – apart from enthusiasm, of course – is that you're over 18. We provide an induction, lots of ongoing support and training which can result in external recognition with:

- The Institute of Leadership and Management (ILM)
- The Institute of Training and Occupational Learning (ITOL)

These awards are recognised by many external organisations, bodies and employers, making them a great addition to your volunteering experience and your CV.

## **The benefits of joining our county team...**

Volunteering with Scouts can enrich your life – don't just take our word for it. Over 90% of our volunteers say that their Scout experiences are hugely beneficial:

### **Gain skills**

We have an award-winning training scheme for our volunteers so you get as much from it as our amazing young people, including practical skills like first aid and transferable skills like communication and leadership.

### **Boost your CV**

More than two thirds of our volunteers say their CVs have been enhanced by joining Scouts. Employers love to see the commitment of volunteers, and through Scouts you can get vital experience in areas like management, administration and activities.

### **Make new friends**

A whopping 97% of our volunteers say their involvement has helped them forge new friendships.

### **Change lives**

There's no better feeling than making a difference to communities and transforming the lives of young people. How's that for job satisfaction?

### **Flexible volunteering**

Part of Scouting's modern appeal to adults is our approach to flexible volunteering, it's great when people can make a regular commitment to help to provide weekly scouting to young people but we know it's not always possible. People nowadays have busy, often unpredictable lives – meaning that they can't commit set hours, on set days.

# Our values

## Integrity

We say what we mean and when we make a promise, we keep it.

We listen to others, explore our differences and work to find common ground.

## Respect

## Care

Scouts are friends to all and think of others before themselves.

We believe passionately in improving the lives and life chances of young and helping them explore and develop their beliefs and attitudes.

## Belief

## Cooperation

Scouting is about teamwork. We believe that when we work together we achieve more than we can on our own.

# Our Structure

The County Commissioner is primarily responsible for the provision and development of scouting across south london. He is responsible for putting into place a management and support structure that underpins the needs of our county and districts and is responsible for generating a county strategic plan that meets the needs of the county and our districts, groups, units and networks.

## **The county leadership team**

The county leadership team manages the strategic leadership of scouting in the county and provides support at all levels.

This overarching team is responsible for:

- the day-to-day management of the support and services provided by the county
- the management of scouting at county level
- the management of scouting in each of our districts (led by the appropriate district commissioners)
- sharing success, great ideas and good practice
- the county strategic plan
- discussion of and decisions relating to the growth and development of scouting across the county
- the support provided to our district commissioners

The county leadership team is made up of:

- county commissioner
- county youth commissioner
- deputy county commissioner responsible for people
- deputy county commissioner responsible for programme
- deputy county commissioner responsible for perception
- district commissioners for Wandsworth
- district commissioner for Lambeth
- district commissioner for Southwark
- district commissioner for Lewisham
- district commissioner for Royal Greenwich
- county chairman
- county development officer

## **The county executive committee**

Our county executive committee is an important part of the day-to-day running of our county and exists to support the county commissioner in meeting the responsibilities of his appointment. They also ensure the county complies with the Policy, Organisation & Rules of The Scout Association and charity governance (in accordance with the Charity Commissioner for England & Wales) and provides support for our county team and our districts. The county executive committee meets bi-monthly and is committed to being an exemplar of good practice in governance.

# District Commissioner for Southwark Scout District

**We're looking for someone (or two people to share the role), with management skills who can provide leadership, motivation and inspiration to volunteers across Southwark.**

The District Commissioner is the lead volunteer manager who ensures that the scout groups, explorer scout units and scout network in the district are supported so that the young people get the best quality scouting they can.

Scouting in Southwark has amazing and dedicated people. Ordinary people who together make extraordinary things happen. Helping these leaders and supporters perform to their best takes support and guidance from an inspiring leader.



## A bit about Southwark Scout District

Southwark District Scout Council is a registered charity and operates under the rules of The Scout Association and is led by the District Commissioner (DC). The DC is supported by both an experienced and diligent district team and a long-standing and conscientious board of trustees (the district executive committee). Southwark Scout District is one of the five scout districts that make up South London Scout County and has 14 Scout Groups and 3 Explorer Scout Units. It also manages and runs an 13.5 acre campsite in Westerham and its own District Headquarters building in Jamaica Road (SE16 4BD).

As of the January 2021 the membership of the district was 629 youth members supported by 236 adults.

# Role profile

<b>Role:</b>	District Commissioner
<b>Purpose:</b>	The role of the DC is to pro-actively manage and support adults in Southwark Scout District, ensuring that it runs effectively. To also ensure that scouting within the district develops in accordance with the rules and policies of The Scout Association, enabling the district to grow and provide good quality scouting for young people
<b>Responsible to:</b>	County Commissioner
<b>Responsible for (as appointed):</b>	Deputy District Commissioners, Group Scout Leaders, District Explorer Scout Commissioner, District Scout Network Commissioner, Assistant District Commissioners, District Scout Active Support Managers, District Leaders, District Advisers, District Nights Away Advisers, District Media Manager, other members of the district team as appointed.
<b>Main Contacts:</b>	County Commissioner, Deputy District Commissioners, Group Scout Leaders, District Explorer Scout Commissioner, District Scout Active Support Managers, District Scout Network Commissioner, Assistant District Commissioners, members of the District Executive Committee and its sub-committees, County Training Manager, Local Training Managers, County Development Officer, members of the Regional Services Team, other District Commissioners, members of the local community, schools and other youth organisations.
<b>Appointment Requirements:</b>	Successful completion of The Scout Associations' appointment process, completion of the relevant training (a wood badge) within three years of taking up the role, must be eligible for charity trustee status (as a member of the District Executive Committee)

# Person specification

## Age

- 18 or over

## Skills required:

- Ability to lead a team of adults E
- Excellent written and oral communication skills E
- Be computer literate E
- Provide inspirational leaders for the district E
- Provide strategic direction for the district E
- Be a self-motivator and be able to motivate others positively E
- Able to work well and as appropriate chair meetings E
- Presenting and facilitating skills E
- Ability to work and engage with young people aged 6 – 25 E
- Able to build, maintain and facilitate effective working relationships with a wide range of people E
- Ability to negotiate compromises E
- Ability to speak publicly E
- Ability to work within predefined limits (for examples timescales and budgets) E
- Construct and implement development plans that improve and grow the scouting offered to young people E

## Knowledge and experience:

- An understanding of The Scout Association's structure and procedures D
- Previous experience of youth involvement/participation D

## Personal qualities

- Self-motivated E
- Accept the policies and rules of The Scout Association
- Willingness to become a member, take The Scout Association Promise and wear the scout uniform E
- Accept and promote scouting's fundamentals E
- Have time available, amongst other commitments to commit to the role E
- Ability to meet deadlines E
- Be in a position to travel within the district, as required E
- A willingness to promote the agreed, viewpoints rather than perpetuate personal views E
- Have a flexible approach E

# Practical Information

## Benefits to you:

- Employability skills
- Management experience
- Strategic thinking
- Key volunteer for a national not-for-profit organisation
- Build confidence
- Training available if required

## Key meetings per year:

- Organise and chair at least 4 district team meetings
- Attend meetings of the district executive committee
- Attend and lead the district's annual general meeting (in partnership with the district chair)
- Attend district events as required
- Attend 6 county leadership team meetings

The following information is provided to help you understand a little more about the support provided and the process that will be followed.

## Expenses

Expenses incurred whilst undertaking the role are reimbursed in line with the district's expenses policy.

This is designed to ensure you are not out of pocket and that a person's financial situation is not a barrier to being appointed.

## Induction

A full induction is provided on commencement of the role and it is a condition of appointment that you participate in this process. This will involve an introduction to the district and meetings with the county development office and staff from the regional services team.

## Training

As with all appointments in scouting you will be required to undertake the relevant learning and validation for this role to complete a manager & supporter wood badge within three years. You will have a training adviser who will help you identify and validate your training plan.

## Term of appointment

The initial appointment is for a maximum of five years but may be shorter by mutual agreement with the county commissioner and county appointments sub-committee.

# Interested...?

We are really excited that you are interested in the DC role.

## **Your next step...**

Please take some time to complete the information requested on the application form. Make sure you provide as much relevant information as possible. This will help the search group consider who may be best suited for the role.

Please refer to the role description and person specification detailed in this pack and help us understand how you (or the person you are nominating) meet 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.

Please do not hesitate to nominate people for the search group to consider. We would welcome as many suggestions as possible and we will approach people sensitively even if they are not aware that they have been nominated.

If you suggest someone else for the role you will not hear whether that person has been short-listed or not, in order to maintain the confidentiality of the process.

Applications should be sent using our online form which you can find at:  
[www.southlondonscouts.org.uk/southwark-dc](http://www.southlondonscouts.org.uk/southwark-dc)

## **Queries**

If you have any questions on any aspect of the role or wish to have an informal chat, please contact:

Darren Lodge, County Commissioner for South London Scouts  
[cc@southlondonscouts.org.uk](mailto:cc@southlondonscouts.org.uk) or 0844 357 2326



# Skills for Life

## Our plan to 2025



### Our vision

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life. Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

### Perception

Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

### People

More adults and young people joining scouting from every community in South London.

### Places

We provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults. All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

### Programme

We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

**Find out more and see what you can do to help your group or unit achieve our goals at:**

**[southlondonscouts.org.uk/ourplan](https://southlondonscouts.org.uk/ourplan)**



# Scouts

## South London



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)



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