

# **Deputy County Commissioner (Growth and Development)**

## **Durham Scouts**

Vacancy Pack and Role Description



# Durham Scouts



## ABOUT US

Durham Scouts is a Scout County with over 6,000 youth members and 1,800 adult volunteers. We operate across County Durham, Gateshead, South Tyneside, Sunderland and Darlington, supporting the delivery of Scouting across the 105 Groups, 40 Explorer Scout Units and the 14 Scout Districts. Each week there are 350 section meetings at the 100+ locations where our young people meet, providing over 1,000 hours of Scouting activities for young people.



## SUPPORTING ADVENTURE

Durham Scouts are responsible for supporting the delivery of active and adventurous programmes for 6 and 7-year-old Beaver Scouts, 8 to 10-year-old Cub Scouts and 10 to 13-year-old Scouts organised in Scout Groups and 14 - 17-year-old Explorer Scouts and 18 – 25-year-old Scout Networks organised in Districts.

In all sections the focus is on the delivery of a balanced yet exciting programme with a focus on developing skills for life through outdoor activities and adventure.



## YOUTH FOCUS

Through our YouthShaped initiative we reflect the fact that Scouting is a youth organisation led by young people and supported by adults.

Young people are at the heart of our decision making with respect to programme, events and competitions and influence our development strategies, local objectives, priorities and governance.



## GROWTH AND DEVELOPMENT

Scouting is a growing movement, with a 14% increase in youth numbers in Durham Scout County in the last five years.

Supporting our development work is essential in helping our existing youth members to develop life skills and in supporting even more young people in the communities in which we are based.



## FIND OUT MORE

To find out more about us, please visit our website at [www.durhamscouts.org.uk](http://www.durhamscouts.org.uk)

Thank you for considering the role of Deputy County Commissioner (Growth and Development), or nominating someone you think would be good for the role - it will make a huge difference to the lives of our members.

# NEW TO SCOUTING?

## WHO WE ARE

Every year we help 450,000 young people in the UK enjoy new adventures; to experience the outdoors, interact with others, gain confidence and reach their full potential. And it's not just young people who can get in on the action. Working alongside our youth members are thousands of adult volunteers, with a huge variety of roles and opportunities available.

To find out more go to [www.scouts.org.uk](http://www.scouts.org.uk).

## VOLUNTEERING

Volunteering for 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 have a huge variety of roles to suit everyone, and whatever you choose, we'll make sure you're properly trained and supported.

## WHO ARE YOU?

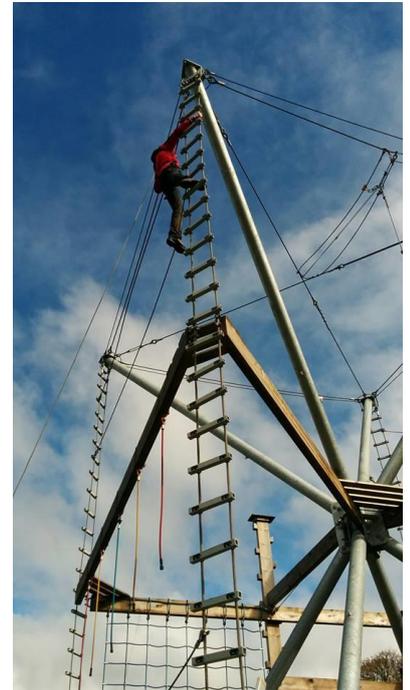
We're looking for someone with management skills who can join the Senior Leadership Team in the scout county. As Deputy County Commissioner (Growth and Development) you will take the lead with respect to developing and delivering our development strategy and will guide and support adults and young people in the growth and development of local Scouting.

## WHO YOU WILL WORK WITH

The County Commissioner line manages and supports the Deputy County Commissioner (Growth and Development), who is a member of the Senior Leadership Team and works with other members of the County Team and the County Executive Committee.

Specifically, the Deputy County Commissioner (Growth and Development) will work closely with the County Commissioner, District Commissioners and the Regional Support Team (RST).

The Deputy County Commissioner (Growth and Development) will take the lead in monitoring progress against the county strategy and development plan, will work with local Scouting to identify suitable growth and development projects and will take the lead in prioritising such projects.



## THE SCOUT INFORMATION CENTRE

T: 0845 300 1818

T (direct): 020 8433 7100

F: 020 8433 7103

E: [info.centre@scout.org.uk](mailto:info.centre@scout.org.uk)

W: [www.scouts.org.uk](http://www.scouts.org.uk)

# ROLE DESCRIPTION

This vacancy is for a Deputy County Commissioner (Growth & Development) within Durham County Scouts, which operates in County Durham, Gateshead, South Tyneside, Sunderland and Darlington. At the last annual census, we had over 6,000 youth members between the ages of 6 and 18 involved in our Beaver, Cub, Scout, Explorer and Young Leader sections. We have over 1,800 adult volunteers, who undertake roles including working directly with young people, adults who manage and support other adults, adults who are experts in programme and activity areas, adults who support elements of the programme through Scout Active Support Units, as well as the Scout Network which provides development activities for adults aged 18-25.

The DDC Growth & Development, working in tandem with the District Commissioners and District Growth Champions, coordinates and supports the growth and development of Scouting in the County and will be supported by the County Commissioner, David Stokes, the wider County Team and the County Executive Committee.

## Purpose of the role

As a member of the Senior Leadership Team, the County DCC (Growth and Development) works in partnership with the County Commissioner, the wider County Team and the County Executive Committee to develop, refine, monitor and report on the delivery of the County Development Plan, in support of District Development Plans.

The key purpose of the role, in partnership with the County Commissioner, Regional Support Team and District Commissioners and District Growth Champions, is to support Districts in the County to achieve the County and District growth and development targets, supporting quantitative membership growth of both adults and young people, including the furtherance of the Scout Association Equal Opportunities Policy.

## Responsible to:

County Commissioner, as a member of the Senior Leadership Team (County Commissioner and Deputy County Commissioners)

## Responsible for:

None

## Main Contacts:

Assistant Regional Commissioner (Growth), other DCC/ACCs (Growth) in the Region, other County Team members, District Commissioners, District Growth Champions, Regional Support Team (RST)

## Appointment requirements:

The completion of a Manager and Supporter Wood Badge relevant to the Deputy County Commissioner (Growth and Development) appointment.

## Supporting Development

The DCC (Growth and Development) will support the development of Scouting across the County by:

- Leading the development, update and refining, monitoring and reporting of the County Development Plan, based on the development priorities of:
  - Scout Districts
  - County Executive Committee
- Working with the County Youth Commissioner and team to ensure that youth members have a significant input to development plans
- Conducting research and analysis to identify development opportunities in the County
- Working with the County Commissioner, District Commissioners / District Growth Champions and Regional Support Team Manager to identify and define District development projects in the County
- Supporting Districts in developing District Development Plans
- Working with the County Media SASU to raise the profile of Scouting within the Scout County
- Supporting District Commissioners to identify, appoint and induct new Local Growth Champions
- Working with the broader County Team to ensure that support from the Scout County meets the needs and expectations of our adult volunteers

## Supporting Growth

The DDC (Growth and Development) will support the growth of Scouting across the County by:

- Conducting research and analysis to identify growth opportunities in the County e.g.
  - Missing and small sections
  - Underserved communities
- Working with the County Commissioner, District Commissioner and Regional Support Team Manager to define District growth projects in the County
- Supporting the Regional Support Team in the delivery of growth projects in the County, leading to:
  - The opening of new sections and groups
  - The recruitment of more youth members
  - The recruitment of more adult volunteers (working with the DCC (Adult Support))
- Working with sectional ACCs to promote moving on good practices and retain more youth members

## Personal Specification

The Deputy County Commissioner (Growth & Development) must:

- Have a good understanding of strategies and tools to achieve growth and development (and of the Scout Association growth and development strategy)
- Be able to build a positive and active relationship with the County Team, District Commissioners, District Growth Champions, County and District Development Volunteers, Assistant Regional Commissioner (Growth), the Regional Support Team and others engaged in supporting growth and development.
- Be enthusiastic and proactive and able to enthuse others about growth and development.
- Be able to travel extensively across the County and have the time necessary to undertake the role effectively.
- Be able to lead project teams,
- Have excellent written and communication skills,
- Be computer literate,
- Be able to work well in meetings, including monthly Senior Leadership Team meetings, county team meetings and local meetings
- Possess good presenting and facilitating skills,
- Be articulate,
- Have the ability to speak publicly,
- Be persuasive,
- Be able to work within predefined limits (for examples timescales and budgets),
- Be able to accept and positively respond to responsibility,

## Role Share

We are looking to appoint a Deputy County Commissioner (Growth and Development)

Potential candidates are encouraged to consider role share applications, whereby two or more persons share the responsibilities of the Deputy County Commissioner (Growth and Development), with each undertaking the responsibilities to which they are best suited.

Applications are welcomed from a small group of people who already possess a good idea of how they could work with each other to fulfil the responsibilities of the Deputy County Commissioner (Growth and Development) or from individuals willing to use their skills and experience as part of a small team.

## Nomination form for Deputy County Commissioner (Growth and Development), Durham

If you think you know just the right person for this role, or are interested in the role yourself, please complete the nomination form below, it should then be sent to Durham Scout County Office via:

- E-mail: [admin@durhamscouts.org.uk](mailto:admin@durhamscouts.org.uk)
- Post: The County Administrator, Durham Scout County, Moor House Adventure Centre, Rainton Gate, Houghton-le-Spring DH4 6QY.

You can also nominate online using our form at <https://www.durhamscouts.org.uk/about-us/> (please be sure to select the correct vacancy). Please note that the closing date for receipt of nominations is **26<sup>th</sup> July 2020**.

<b>Name of person you are nominating</b>	
<b>Their address</b>	
<b>Their telephone number</b>	
<b>Their e-mail address</b>	
<b>Their Scout Association membership number</b> (if appropriate and known)	

**Please explain why this person is suitable for this role, including relevant professional and voluntary experience from inside or outside Scouting (refer to role description).**

**Please describe the relevant skills that this person has for the role (refer to role description).**

**Please outline why you felt motivated to complete the nomination/self-nomination.**

<b>Your name:</b>	
<b>Your telephone number:</b>	
<b>Your e-mail address:</b>	