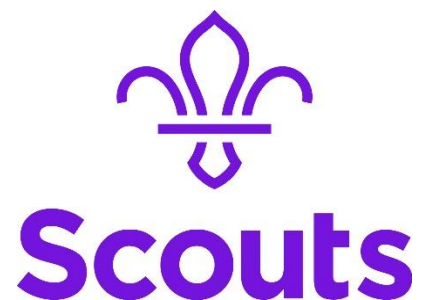




**Use your skills to
help young people
gain theirs.**

**Assistant District
Commissioner (Beaver Scouts)**



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About us

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost half a million people aged 6-25 the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

At a time when communities are becoming more divided, we bring people together. When many young people are struggling to find purpose and belonging, Scouts helps them develop skills, confidence and a sense of hope. We inspire positive futures and help young people find their place in the world by developing the character, employability and practical skills they need to succeed.

'Scouts made me a do-er and a give it a go-er. Made me question and listen and have a wide-open mind. Scouts made me take a deep breath and speak up. Made me think on my feet, made me see the big picture, made me ignore the butterflies and go for it. Scouts made me get back up and try again. Made me think about what's next, and plan for it. Made me jump in, get muddy, give back and get set.'



What do Scouts do?

Scouts take part in a wide range of activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a Scout you can learn survival skills, first aid, computer programming or even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, get outdoors, express your creativity and experience the wider world.

What do volunteers do?

Helping young people develop skills for life is only possible thanks to our team of adult volunteers, who support Scouts in a wide range of roles from working directly with young people, to helping manage a local community based Group, to being a charity Trustee. We help volunteers get the most out of their experiences at Scouts by providing opportunities for adventure, training, fun and friendship.

Our award winning training scheme for volunteers means that adults get as much from Scouts as young people. Our approach focuses on what you want to get out of volunteering with Scouts, while respecting how much time you can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

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. 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 460,000 young people aged 6-18 (including the highest number of girls in our history) get the best possible start in life.

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

Our values

Integrity

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

Respect

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

Care

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

Belief

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

Cooperation

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

Our key policies

All members follow our key policies. The policies cover:

Child Protection

Equal Opportunities

Religion

Safety

These policies are fully explained on our website at <http://scouts.org.uk/about-us/key-policies/>

Did you know?

- 9 out of 10 parents think their children would benefit from learning skills for life
- 83% of parents think Scouts helps young people develop skills for life
- 9 out of 10 UK adults think Scouts develop empathy
- 9 out of 10 UK adults think Scouts develop active listening skills 11 of the 12 people to walk on the moon were Scouts.
- Scouts have stood on the summit of Everest and at the South Pole.
- Scouts are public spirited – all our leaders are volunteers and nearly half (47%) volunteer outside of Scouts too.
- Over 160,000 adult volunteers in Scouting learn new skills, make new friends and make a positive impact in their communities.
- We offer over 200 activities from abseiling and coding to drama and water-zorbing.
- Over a quarter of UK Scouting's membership is female.



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At a time when communities are becoming more divided, we bring people together. When many young people are struggling to find purpose and belonging, Scouts helps them develop skills, confidence and a sense of hope. We inspire positive futures and help young people find their place in the world by developing the character, employability and practical skills they need to succeed.

The role

Role description

Purpose: To work in partnership with District Commissioner to ensure that effective operation of the Beaver Scout Section in their District in accordance with the rules as laid down in POR of The Scout Association

Appointed by: District Commissioner

Responsible to: District Commissioner

Responsible for: District Leaders

Internal contacts: CC, DCs, ACC (Beaver Scouts), other ADCs, District and County Advisers, District Administrator, HQ, ADC (Beaver Scouts) from other Districts, GirlGuiding UK, Schools and other local Youth Organisations

Key tasks: The following are the 'General' duties of the role which will be made more specific in accordance with the needs of the District on appointment to the role.

- Ensure purpose, method, policies and programme are carried out throughout the Section in the District
- Assist GSLs in the encouragement of all Leaders in the Section to provide a balanced programme
- Co-operate with DC to support all Leaders and Commissioners in matters relating to the Section and its Leaders
- Promote and encourage the Section in the implementation of all policies of The Scout Association, especially the key policies as laid down in Chapter 2 of POR
- Liaise with District Administrators
- Maintain a working relationship with DC, other ADC (Beaver Scouts) and other Commissioners within the District
- Work in partnership with DC in the management of the District and the Section's programme and activities
- Maintain contact relevant to the Section age group with in the local community
- Promote the Section's Scouting to the local Community
- Support the DC in the development of the District

Time commitment: Up to an average of six to eight hours per week

Terms of appointment: To understand and accept The Scout Association's policies, have a satisfactory CRB Clearance, Completion of Wood Badge, which includes the Section Supporter Modules as detailed in the Adult's Personal File and The Scout Association's Adult Training Scheme.

Expenses:

Reasonable expenditure, subject to **prior approval** by the District Executive Finance Sub-Committee, are paid in reimbursement of expenses incurred carrying out the role.

Person specification

Skills and abilities:

- Good communications skills at multiple levels
- Ability to empathise with and understand others' problems and issues and develop workable solutions using available resources and perhaps creative approaches.
- Chair and run meetings with Beaver Scout Leaders to discuss, plan and arrange what activities would benefit the Beaver Scouts, bringing the District together collaboratively.
- Experience of planning, organising and running activities/events (though there is plenty of help available to help with this initially). It is **not** expected that the post-holder does this alone.
- Able to visit Beaver Colonies about once a year to meet and work with the wider group of adult volunteers in the Colony
- Familiarity with using email and Microsoft Office applications such as Word, Excel and Powerpoint

Knowledge and experience:

- Preferably, experience of working with Beaver Scouts and their leaders or other adult volunteers (but not essential as this can be developed in the role and taking the training that is required for the position)

Personal qualities:

- Able to maintain confidentiality **at all times** and a high level of personal credibility
- Good time-management skills
- Friendly, personable and ability to work with and understand other people
- Willing to learn and be part of the larger District Team contributing to the development of Beaver Scouts within North Manchester District
- Understand the limits of the role as agreed with the District Commissioner and when to consult when something falls outside of these – in other words “know what you **don't** know” and seek help.

How to apply

Process

Please contact the District Commissioner for an informal discussion in the first instance:

Neil Gorton

District Commissioner North Manchester
Deputy County Commissioner (Special Projects)

M:07845 169886

E:neil.gorton@gmescouts.org.uk

Further information

One of the first tasks of the role will be for the post-holder to search for and recruit a Deputy in order to spread the overall workload, but also to mentor a younger person (ideally under 30 years of age) who may be considering taking on such a role in the future.

The role is **not** restricted to current Members of the Association and can be advertised to any friends or family who you think may be good in the role.

Equally, we welcome enquiries from Members who may want to explore a role with a higher level of responsibility, developing new skills, abilities and set themselves new personal challenges – all of which can be used in and outside Scouting.