

A young woman with long dark hair in a braid, wearing a bright yellow t-shirt, is the central figure. She has her arms raised high, pointing her index fingers towards the sky. She is wearing several colorful beaded bracelets on her wrists. The background is a blurred night scene with other people and colorful bokeh lights, suggesting a festival or concert setting.

# **Lead and shape the future of Scouting in Blyth Valley**

**District Lead Volunteer  
(District Commissioner)  
Volunteer Vacancy Pack**



**Scouts**  
Northumberland

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# Introduction to the Northumberland Team

It is an exciting time to be involved in Scouting, as we develop and progress our Skills for Life strategy, in order to prepare better futures and deliver skills for life to young people who want to access Scouting.

The District Lead Volunteer (District Commissioner) role is an important Northumberland Scouts appointment within the Northumberland Team, responsible for providing inspirational and effective leadership for one of the 10 Districts. As District Lead Volunteer (District Commissioner) you will take the lead for implementing our 2018-25 strategy with your District team and ensuring they feel motivated and supported to lead the Scout Groups and units to success.



**Peter Thorp**, County Commissioner of Northumberland

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.

The role of District Lead Volunteer (District Commissioner) is a demanding one, but we believe that it is critical to our success as well as being a highly rewarding challenge for the right volunteer. We are looking for individuals who can lead and inspire their team by being a great coach, critical friend and motivator. This is a senior manager role within Scouts and comes with significant responsibilities. It also offers a unique opportunity to make a real impact on the lives of young people in your District through building, nurturing and leading a team to deliver our shared vision. This role provides the opportunity to be at forefront of our continued success within Northumberland Scouting.

If you're not convinced yet, check out page 5 where we have asked some of the team to explain why they enjoy being a District Lead Volunteer (District Commissioner) so much.



# How to apply or nominate someone

## Process

Thank you for your interest in volunteering as District Lead Volunteer (District Commissioner) within the Northumberland Scouts Leadership Team. On the following pages you will find more information about the role, as well as what the team is all about and what's in it for you as a volunteer joining us.

You can apply for the role yourself using the application form, or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to. Apply or nominate online:

[Apply yourself](#)

[Nominate someone else](#)

A search group has been put together to oversee this process and will review all applications and nominations in order to make decisions as to who to invite to attend the selection stage of this process.

## Key dates

The closing date for applications is midnight on 31<sup>st</sup> October 2023.

Interview dates: During November 2023

## Further information

For more information, or for an informal chat about this vacancy, please contact:

Peter Thorp - County Commissioner, Northumberland

Email: [peter.thorp@northumberlandscouts.org.uk](mailto:peter.thorp@northumberlandscouts.org.uk)



# Why would I want to volunteer as a District Lead Volunteer (District Commissioner) in Scouts?



**So what's in it for me you're wondering?** Whilst volunteering as a District Lead Volunteer (District Commissioner) can be challenging at times, it is also incredibly rewarding and here's why, according to our current team of District Lead Volunteers (District Commissioners) in the Northumberland Team...

As a District Lead Volunteer (District Commissioner) you will be able to really develop and hone your leadership skills by managing teams of remote volunteers across the breadth of Northumberland. Leading and managing volunteers provides so much more opportunity and experiences than with employees, what you can gain by doing this really well can be a **great asset for your professional life** as well as in Scouts. The issues and challenges that you find ways to tackle will stretch you as an individual and as a leader and you'll find yourself **discovering new things that you are capable of achieving**.



This role is all about people and one of the incredible benefits of volunteering in any role in Scouts, but even more so as District Lead Volunteer (District Commissioner), is the teams of people you get to work with. You will inherit an incredible **team of dedicated people** leading Scouting in Northumberland, from District Commissioners who manage Scouting on a local level, to the people delivering high quality training for our Scout Leaders. As District Lead Volunteer (District Commissioner) **you get to inspire, motivate, shape and develop this team**, building friendships and establishing a sense of camaraderie focused around our mission for young people.

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then the District Commissioner role definitely provides all of that. In this role you will get to see the difference that Scouts makes to so many young people's lives across a large area, helping them developing skills for life, fostering friendships and providing so many incredible and unforgettable experiences.

As a District Lead Volunteer (District Commissioner) you have an **important role to lead the progress of our strategy**. One such element of our strategy where District Lead Volunteers (District Commissioners) play a leading role is in the provision of our Scouting programme to those harder to reach communities and groups of **young people who might not normally have the option** to take part. It will be your role to help lead our efforts to do this in Northumberland. It is an exciting time to take up the reins and support this work to achieve our ambitious goals for new young people.

And if you're reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, ask yourself **if not me, then who? If not now, then when?**

# The role - District Lead Volunteer (District Commissioner)

## Outline:

To manage and support the Scout District to ensure it runs effectively, and that Scouting within the District develops in accordance with the rules and policies of The Scout Association. To ensure the District provides good quality Scouting for young people and proactively supports and manages adults in the District.

<b>Appointed by:</b>	County Commissioner for Northumberland, via a search group process responsible to the Northumberland Scouts Appointments Advisory Committee
<b>Responsible to:</b>	County Commissioner, Northumberland
<b>Responsible for:</b>	Deputy District Commissioners, Assistant District Commissioners, District Training Manager, Youth Commissioner and all other District appointments, however it is expected that line management for other roles are delegated to Deputies/Assistants.
<b>Main contacts:</b>	Deputy District Commissioners, Assistant District Commissioners, District Explorer Scout Commissioner, District Chair, District Network Scout Commissioner, members of the District Trustee Board and its subcommittees, County Commissioner, County Training Manager, District Scout Active Support Managers, members of the Growth and Communities Team, other District Lead Volunteers (District Commissioners) in the County.
<b>Key tasks:</b>	<ul style="list-style-type: none"><li>• Ensure that every Squirrel Drey, Beaver Scout Colony, Cub Scout Pack, Scout Troop, Explorer Scout Unit and Scout Network within the District is able to deliver a high-quality programme which is challenging, relevant and rewarding for every young person</li><li>• Provide proactive line management, including coaching, mentoring and guidance to adult volunteers in the District who directly report to you including setting objectives for their work, holding regular one-to-one meetings and reviews.</li><li>• Build and maintain a sense of District team by holding regular team meetings with the Deputy and Assistant District Commissioners, District Training Manager and other appropriate volunteers within your District team to collaborate and provide peer support.</li><li>• Lead a safe, open and transparent culture around keeping young people and adults safe through our Yellow Card and key policies.</li><li>• Ensure the timely recruitment and appointment of new Group Scout Leaders where required and ensuring that interim arrangements are put in place for any vacant posts.</li><li>• Together with the District team, agree the priorities for the District and produce a plan to deliver these to meet The Scout Association's vision and strategic objectives.</li><li>• Ensure that problems within the District are resolved so that an effective volunteering culture is encouraged and Group Scout Leaders feel supported to deal with challenging issues, including complaints in a timely manner.</li><li>• Ensure that the District has an adequate team of supported and appropriate adults working effectively together and with others to meet the Scouting needs of the area.</li><li>• Ensure that problems within the District are resolved so that excellent Scouting is provided to young people in the District.</li><li>• Act as an ex-officio trustee as a member of the District Trustee Board.</li></ul>

### Appointment requirements:

- Play an active part within the Northumberland Scouts team by attending up to 3x meetings per year for District Lead Volunteers (District Commissioners), led by the County Commissioner.
- District Lead Volunteers (District Commissioners) are required to validate the learning for our manager and supporter volunteer training scheme, completion of which is recognised through the achievement of a Wood Badge for the District Lead Volunteer (District Commissioner) role. As a key leadership position within Scouts we expect new District Lead Volunteers (District Commissioners) to set a strong example and complete this required training within their first year.
- District Lead Volunteers (District Commissioners) must be eligible for charity trustee status (as a member of the District Trustee Board).
- It is expected that whilst volunteering for this role you will undertake regulated activity.
- District Lead Volunteers (District Commissioners) are also expected to actively contribute as a member of the county team.

### Terms of appointment:

The initial length of appointment is at the discretion of the County Commissioner, through discussion with the appointee, and is usually for a period of one to three years initially before a formal appointment review. District Lead Volunteers (District Commissioners) may complete no more than a total of ten years in the role. Renewal and continuation of appointment is at the discretion of the County Commissioner and appointment reviews may be conducted at any time at the request of the role-holder and/or County Commissioner.

**Note:** Many of the tasks for which the District Lead Volunteer (District Commissioner) is responsible may be delegated to others in the District, including a Deputy District Commissioner, if appointed. Whilst the new appointee will inherit an existing team of volunteers in key District appointments, it is expected that new District Lead Volunteers (District Commissioners) will review and reorganise their team's objectives and roles as they see fit.

## For more information about the role

Interested candidates are also encouraged to review Factsheet FS330074 available online at: [County/Area roles | Scouts](#) which provides more information about the role of the District Lead Volunteer (District Commissioner), structured around the six key areas of leadership and management.

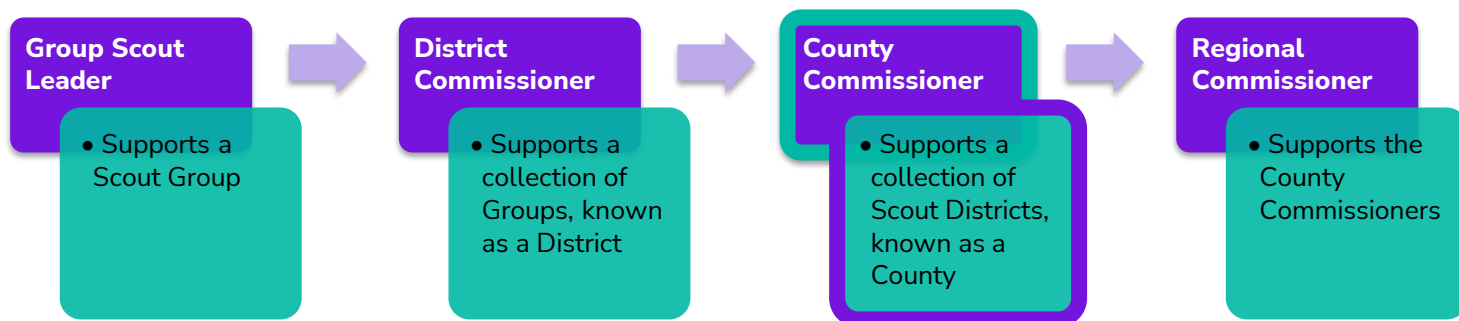
# Blyth Valley Scouts

In Blyth Valley District, there are 8 Groups. This covers Cramlington, Blyth, Seaton Delaval and Seaton Sluice. Blyth Valley has a Scout Active Support unit, an Explorer Scout Unit, Young Leader Unit and a Scout Network Unit. Blyth Valley Scouts' total membership is currently 621 which includes:

- 11 Squirrels (4 - 6 year olds)
- 141 Beaver Scouts (6 - 8 year olds)
- 139 Cub Scouts (8 - 10 ½ year olds)
- 119 Scouts (10 ½ - 14 year olds)
- 29 Explorer Scouts (14 – 18 year olds)
- 8 Network members (18 – 25 year olds)
- 174 Adult Volunteers (18+ year olds)

## The current vacancy

We're currently looking for a District Lead Volunteer (District Commissioner). This is a management role, and we need someone who can provide leadership, motivation and guidance to our other adult volunteers. The management structure of Scouting is as follows:



District Lead Volunteers (District Commissioners) support volunteers and other managers, known as Group Scout Leaders, who in turn manage local Scout Groups. Adults at every level need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks other volunteers for their hard work, and helps to make sure that they feel happy and supported, week after week.

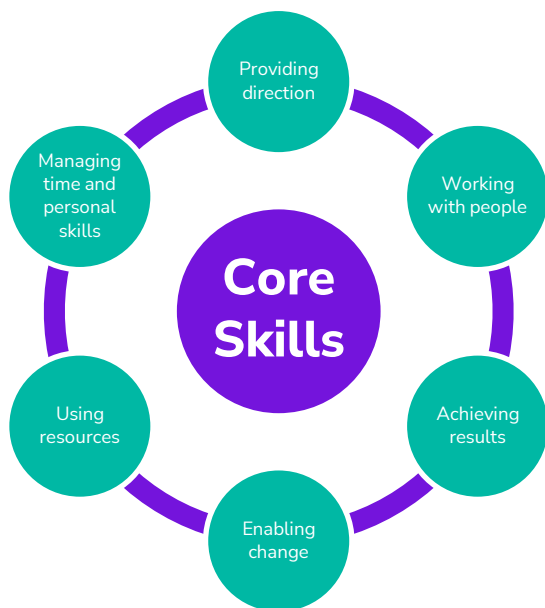
The District Lead Volunteer (District Commissioner) will also provide direction for the District, and will help others see the bigger Scouting picture through solid leadership. We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management.

In Blyth Valley, there are several key tasks and activities which are carried out by the District Lead Volunteer (District Commissioner) and District's volunteer leadership team which would form part of the role and fall within the new District Lead Volunteers (District Commissioner's) scope to review, adapt and delegate accordingly. Some of these are carried out by the current District Lead Volunteer (District Commissioner) and some are delegated to Deputy or Assistant District Commissioners. The important point here is that we don't expect the District Lead Volunteer (District Commissioner) to be a super-hero and do all of this, or devote every hour of the day to the role. You will have the support of a sound Trustee Board and the existing District team.



# Core Skill Areas

We've identified six core skill areas that make a good Scouting manager:



## 1. Providing direction

A good District Lead Volunteer (District Commissioner) will create a vision for Scouting in their District, and provide clear leadership to implement that vision.

## 2. Working with people

It is vital that a District Lead Volunteer (District Commissioner) can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

## 3. Achieving results

Good District Lead Volunteer (District Commissioners) ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scout Groups. Forging links within the local community is also an important aspect of development.

## 4. Enabling change

It is important for District Lead Volunteers (District Commissioners) to encourage volunteers to think of creative ways to improve Scouting across the District. They should then provide the support to implement appropriate changes.

## 5. Using resources

A good District Lead Volunteer (District Commissioner) will ensure that information and resources are available, helping volunteers across the District to continue to provide excellent Scouting opportunities to young people.

## 6. Managing time and personal skills

A good District Lead Volunteer (District Commissioner) should use their time effectively, and be willing to continue to learn and improve their skills.

# Person specification

Knowledge and experience:	
Ability to lead, manage and motivate people in a voluntary environment.	Essential
Understanding of the challenges of working in the voluntary sector	Desirable
Experience of working with young people and/or community work with adult groups	Desirable
Experience of volunteering in a manager/supporter role in Scouting (e.g. Group Scout Leader, District Commissioner or other District/County role)	Desirable
Skills and abilities:	
Excellent ability to communicate effectively, orally and in writing including ability to speak and present publicly in a clear, articulate and motivating way	Essential
Ability to provide advice and guidance effectively to others	Essential
Ability to provide inspirational strategic leadership for the District	Essential
Ability to contribute to strategy development and identify practical actions to achieve strategic objectives.	Essential
Ability to effectively chair meetings.	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Ability to enable others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time	Essential
Can construct and implement long-term plans that improve and expand the Scouting offered to young people, and identify any training, resources and other needs required to undertake this work. To facilitate the strategic growth of the county	Essential
Ability to use technology, especially mobile email, to carry out a range of tasks (confident in Microsoft Word, Excel and PowerPoint).	Essential
Personal qualities:	
An understanding of the needs of adult volunteers	Essential
Flexible approach	Essential
Self-motivated	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic and enthusiastic about the job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential

# More information about Scouts

Click on the links below to read more about Scouts, our key policies and our Skills for Life strategy to 2025

- [What Scouts do](#)
- [Skills for Life – our strategy to 2025](#)
- [About volunteering with Scouts](#)
- [Our rules and key policies](#)