

# Shape the future of Scouts in Northumberland



**Team Leader:**  
**Support Team**  
**Volunteer Vacancy Pack**



# Introduction to Team Northumberland

It is an exciting time to be involved in Scouting, as we progress our Transforming the Volunteering Experience project in order to change the way we volunteer to enhance and deliver skills for life to young people

As County Support Team Leader you will take the lead in creating and shaping the Support Team. You will be joining a team of talented Team Leaders of our other Key areas – Volunteer Development and Programme-focused volunteers who are all passionate about bringing a brilliant Scouting experience to our Adult Volunteers..

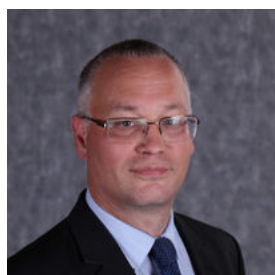
The role of County Support Team Leader is a demanding one, but we believe that it is critical to our success as well as being a highly rewarding challenge for the right volunteer. We are looking for individuals who can lead and inspire their team by being a great coach, critical friends and motivators.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

I like to think of the Northumberland County Leadership Team as an inclusive team, which includes Lead Volunteers for Section Support, Advisors and District Lead Volunteers, all focused on how we support our District, Groups and Sections across the county. 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 and enjoy having fun in the process.

We are looking for individuals who can lead and support by being a great coach, critical friends, and motivators to get the best from the people our team is here to support. Joining the team now provides the opportunity to be at the forefront of our continued success within Scouting.

It is my ambition to create the best possible team to lead Scouts in Northumberland, and I believe that we will do that by inviting and involving volunteers from different walks of life with different experiences, different skills, and perspectives. **So, at this time we are really keen to provide opportunities for people to develop their skills, interests and experience in Scouting in a supportive and enjoyable way.**

Read on to find out more about how you or someone you know could get involved – give it a go, apply yourself or nominate someone you know today!



**Peter Thorp**  
County Lead Volunteer  
Northumberland Scouts



# How to apply or nominate someone

## Process

Thank you for your interest in volunteering as County Support Team Leader. On the following pages, you will find more information about the role, 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 expression of interest form, or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to. A search group has been put together to oversee this process. It will review all applications and nominations to decide whom to invite to attend the Conversation stage of this process.

Apply or nominate online:

[Apply yourself](#)

[Nominate someone else](#)

A search group has been put together to oversee this process. It will review all applications and nominations to decide who to invite to attend the selection stage of this process.

## Further information

For more information, or for an informal chat about joining Team Northumberland, please e-mail [peter.thorp@northumberlandscouts.org.uk](mailto:peter.thorp@northumberlandscouts.org.uk) to arrange to speak with Peter Thorp, County Lead Volunteer for Northumberland Scouts.



# Why you should read on...



## Can you answer yes to these questions?

- Do you enjoy volunteering in Scouts?
- Can you inspire and motivate volunteers in Scouts?
- Do you have ideas for how we could make Scouts even better or easier for volunteers to be brilliant in their roles?
- Do you enjoy being part of a fun and caring team?

We want the best people in the team so that we can do the best possible job for our volunteers across the County. We welcome applications and nominations from everyone including people who are underrepresented in our leadership roles including people from Black, Asian and/or minority ethnic backgrounds and women, as well as people with lived experience of supporting less affluent young people and communities. Joining the team isn't just about having all the skills and all the experiences to do the role from day one – Scouts is just as much about us as adults using and developing our own skills as it is about creating opportunities for young people to build Skills for Life.

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## Why would I want to volunteer as a County Support Team Leader?

You **enjoy**:

- engaging with local communities
- setting up new groups
- getting stuff done

You're **great** at:

- looking after property and equipment
- engaging with local community leaders
- administration

Whilst volunteering as a County Team Leader can be challenging at times, it is also incredibly rewarding. You will be able to develop and hone your leadership skills by managing a team of volunteers across the breadth of Northumberland. Leading and managing volunteers provides so many more opportunities and experiences than with employees, what you can gain by doing this 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 County Support Team Leader, is the teams of people you get to work with. **You get to inspire, motivate, shape and develop this team**, building friendships and establishing a sense of camaraderie focused on our mission for transforming the Volunteer experience.

# What are we looking for?

## Skills and abilities

- Ability to organise, lead and motivate a group of volunteers to get things done
- Ability to speak and present publicly in a clear, articulate, and motivating way
- Ability to effectively chair meetings both face to face and via online platforms
- Ability to be assertive and cope with challenging situations
- Ability to use digital technology well, including Microsoft Office programs (Word, Excel, PowerPoint) as well as email and online digital platforms including mobile apps such as WhatsApp, Zoom, Teams etc for virtual meetings.
- Ability to communicate well, orally and in writing
- Ability to listen to others and counsel when necessary

## Knowledge and experience

- Experience of the effective management and leadership of volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing adults across a wide geographical area and from various backgrounds.
- Knowledge and experience of what we do in Scouting to deliver programme to young people (this might be as a youth member, parent, or existing volunteer)

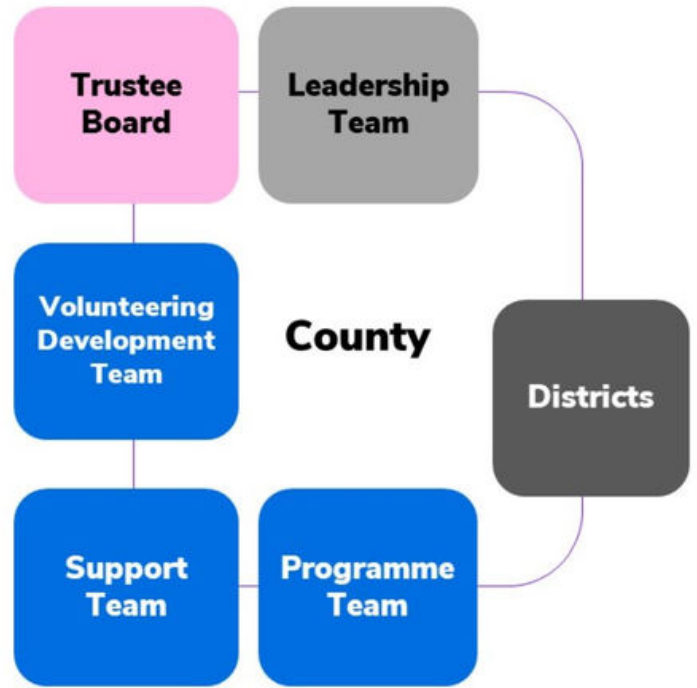
## Personal qualities

- Inspirational and able to create followership amongst other volunteers in Scouts Inspirational, energetic, and enthusiastic about the role
- Open to new ideas and motivated to deliver change
- Approachable at all reasonable times
- Committed to the Values and Fundamentals of Scouts
- Committed to your own personal development
- Self-motivated
- Able to travel to attend meetings
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**“As a young boy, Scouting gave me a confidence and camaraderie that is hard to find in modern life. Kids in the UK need a sense of belonging and community more than ever. I’m proud to be the Chief Scout in the world’s greatest youth movement. It is the biggest privilege I have ever had – more than serving in the SAS or climbing Everest.” Bear Grylls, Chief Scout**

# County Structure

Scout Counties leads scouting across the County, enabling volunteers' development (with focus on those in the County teams, including District Lead Volunteers), enhancing sections' programmes in ways which are better delivered at scale and providing operational support.



**Northumberland**

**Vacancy Pack: Northumberland Scouts; Team Leader**  
**#SkillsForLife**

# The Role - County Support Team Lead

**Outline:** The County Support Team gives tools and resources to help Scouts run smoothly in Durham Scout County. Each team can have at least one Team Leader. Team Leaders work with Team Members to share tasks and make sure the team runs smoothly. They will Create a positive team environment and.....

- Agree on how Team Description tasks are shared among Team Members by considering their skills, interests, and availability.
- Make sure the team puts young people at the heart of what they do, so they can create inspiring teams and brilliant Supports.
- Make sure the team is open and inclusive, and adapt team activities and tasks to be accessible to everyone.
- Make sure everyone in the team is safe and following safety and safeguarding procedures.

**Appointed by:** County Lead Volunteer, Northumberland Scouts, via a search process, followed by a Conversation

**Responsible to:** County Lead Volunteer, Northumberland Scouts

Responsible for: Support Team Members

**Main contacts:** Volunteer Development Team Leader, Programme Team Leader, County Leadership Team,

County Trustee Board, Lead Volunteers in our Districts.

**Key tasks:** Manage your team to accomplish the following Tasks

## Growth & New Provision

- Work with the Regional Growth & Development Team to explore potential areas of growth
- Provide advice and support to Lead Volunteers on Growth & Development Initiatives

## Communications, IT & Digital

- Manage the County Website ensuring content is relevant, in date
- Manage the County Social Media platforms
- Ensure a consistent approach to all communications across the County
- Create a positive image of Scouts in the local community. For example, through local media.
- Support the county IT Infrastructure
- Provide advice and support to Lead Volunteers with District Communications Community Engagement
- Actively seek opportunities to cultivate relationships with other organisations
- Support the County and Lead Volunteers on HQ initiatives such as Million Hands and Big Help Out
- Plan and run fundraising events when they're needed.



## **Other**

- Help with other admin to support County teams.
- If there are staff, make sure they're properly managed and well recognised.

Terms of appointment: The initial length of appointment is at the discretion of the County Lead Volunteer - Durham Scouts, through discussion with the appointee, and is usually for a period of one to three years initially before a formal appointment review. Renewal and continuation of appointment is at the discretion of the County Lead Volunteer and appointment reviews may be conducted at any time at the request of the role-holder and/or County Lead Volunteer.

## **The current vacancy**

We're currently looking for a County Support Team Leader. This is a management role, and we need someone who can provide leadership, motivation and guidance to their Team Members.

## **Core Skill Areas**

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

### **1. Providing direction**

A good County Team Leader will create a vision for Scouting in the County, and provide clear leadership to implement that vision.

### **2. Working with people**

It is vital that a County Team Leader 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 County Team Leaders ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scouting Districts. Forging links within the local community is also an important aspect of development.

### **4. Enabling change**

It is important for County Team Leaders to encourage volunteers to think of creative ways to improve Scouting across the County. They should then provide the support to implement appropriate changes.

### **5. Using Resources**

A good County Team Leader will ensure that information and resources are available, helping volunteers across the County to continue to provide excellent Scouting opportunities to young people.

### **6. Managing time and personal skills**

A good County Team Leader should use their time effectively, be willing to continue to learn, improve their skills.





# About Northumberland Scouts

The Scouts are the UK's biggest mixed youth organisation. Northumberland is one of the largest Scout Counties in the UK, with a total membership of over 8,000+ and growing right across the region of Northumberland from The River Tyne in the south to the north of Berwick. You'll probably find a Scout group or Explorer Scout unit within a couple of miles of your house.

## **Benton Scouts**

Youth membership: **370**  
Adult volunteers: **99**  
Number of Scout Groups: **7**

## **Blyth Valley Scouts**

Youth membership: **418**  
Adult volunteers: **149**  
Number of Scout Groups: **10**

## **Castle Morpeth Scouts**

Youth membership: **703**  
Adult volunteers: **159**  
Number of Scout Groups: **5**

## **City of Newcastle Scouts**

Youth membership: **1466**  
Adult volunteers: **391**  
Number of Scout Groups: **20**

## **Hadrian Scouts**

Youth membership: **611**  
Adult volunteers: **145**  
Number of Scout Groups: **11**

## **Mid-Northumberland Scouts**

Youth membership: **227**  
Adult volunteers: **40**  
Number of Scout Groups: **6**

## **North-Northumberland Scouts**

Youth membership: **59**  
Adult volunteers: **31**  
Number of Scout Groups: **2**

## **Tynemouth Scouts**

Youth membership: **707**  
Adult volunteers: **260**  
Number of Scout Groups: **15**

## **Wansbeck Scouts**

Youth membership: **364**  
Adult volunteers: **154**  
Number of Scout Groups: **7**

## **Whitley Bay & District Scouts**

Youth membership: **713**  
Adult volunteers: **195**  
Number of Scout Groups: **11**

# More information about Scouts

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

