Scouts
Northumberland

County Programme Team Member - Beaver Scouts

Application pack and role description

INTRODUCTION TO NORTHUMBERLAND SCOUTS

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

As Programme Team Member - Beaver Scouts, you will take the lead in supporting Beaver Scout teams across the County to deliver quality programmes, and drive forwards our County Beaver Scout events.

This is a senior manager role within Northumberland Scouts and comes with significant responsibilities. We are looking for an individual who can lead and support by being a great coach, critical friend, and motivator to get the best out of people. It offers a unique opportunity to make a real impact on the lives of our adult volunteers through building, nurturing and helping to deliver our shared vision.

You will be joining a talented leadership and programme team who are all passionate about bringing brilliant Scouting to every young person who wants to take part. Northumberland County Leadership Team 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.

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

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About us

Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 4- to 25-year-olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities.

Scouts helps children and young adults reach their full potential. Our members gain valuable skills for life including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness, and commitment. We help young people to get jobs, save lives and even change the world.

Key facts and figures

The Scout Association is a UK charity founded in 1907 and now boasts a membership of over 620,000 young people and adult leaders. We are the largest mixed youth movement in the UK. Scouting activity is delivered through 7,000-plus community-based Scout Groups nationwide.

Scouting is widely recognised and is one of the most trusted charities in the UK, giving it a significant level of influence and responsibility. Scouting's greatest strength lies in its grass roots. It is locally that Scouting is best able to identify and work directly with young people most in need.

Preparing young people with skills for life

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.

We believe that through the everyday adventure of Scouting, young people and adult volunteers regularly experience new challenges that enrich and change their lives.

What do our volunteers do?

This everyday adventure 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 vision

A new strategic plan for Scouting across the UK is currently nearing completion to secure a strategic direction beyond 2025 and to build on the success of the current plan which committed to....

By 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Team UK (the team of Lead Volunteers that leads Scouting across the UK) will play a key part in leading the delivery of this strategy. More details on the work towards our new plan are available via the Scouts website.

Scouting's fundamentals

Our Mission:

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

Our values

As Scouts, we are guided by these values:

Integrity
Respect
Care
Belief
Co-operation

More information on our fundamentals, including details of our values, are provided on our website.

Scouting's key policies

In common with all members in Scouting, our Programme Team Members are required to promote and follow our key policies.

The policies cover:

Development Policy
Equal Opportunities
Privacy and Data Protection
Religion
Safety
Safeguarding
Vetting
Youth Member Anti-Bullying Policy

These policies are fully explained on the Scouts website

Northumberland Scouts

Northumberland Scouts has a total membership of more than 7,100 including 1,605 adults and more than 5,500 4 - 18 year olds within 10 Districts:

· 374 Squirrels (4 – 6 year olds) within 31 Dreys
· 1,343 Beaver Scouts (6 - 8 year olds) within 88 Colonies
· 1,645 Cub Scouts (8 - 10 ½ year olds) within 95 Packs
· 1,570 Scouts (10 ½ - 14 year olds) within 91 Troops
· 623 Explorer Scouts (14 – 18 year olds) within 31 Units

Core skill areas

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

1**. Providing direction**
A good County Programme Team Member will provide clear leadership to implement our vision within the televant section. on.

2. Working with people
It is vital that a County Programme Team Member 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**
County Programme Team Members ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between District Programme and Section Teams. Forging links within the local community is also an important aspect of development.

4. **Enabling change**
It is important for a County Programme Team Member 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 County Programme Team Member 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 Programme Team Member should use their time effectively and be willing to continue to learn and improve their skills.

We're looking for someone that can grow into the role. So, if you have some of the skills detailed and the drive and enthusiasm to develop Beaver Scouting in Northumberland, you could be the person we are looking for. You can expect to receive support and training as part of your development within this role.

How to apply or nominate someone

Thank you for your interest in volunteering. On the following pages you will find a role description and the person specification.

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.

Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification.

Apply or nominate someone online at:

Application form

Nomination form

Or use the nomination and application forms on pages 12 -14.

Further information

For more information, or for an informal chat about this vacancy please email Peter Thorp, County Lead Volunteer at peter.thorp@northumberlandscouts.org.uk

The County Programme Team

The County Programme Team oversees and supports the delivery of quality programmes for young people. This includes promoting and supporting Top Awards, and supporting Section programmes when activities or events are best done at County scale.

Who's in the team?

- Programme Team Leaders
- Programme Team Members

Other volunteers are automatically members of this team because of their roles in Scouts:

- Team Leaders of any County Programme Team sub-teams. For example, Top Awards Team.

The Role

Outline: To oversee and support the delivery of quality programmes for Beaver Scouts across Northumberland Scouts, by supporting District Programme Teams and delivering activities and events at a County level as appropriate.

Responsible to: County Programme Team Lead, Northumberland Scouts

Main contacts:

- County Programme Team
- County Leadership Team
- District Programme Team Leaders, District Programme Team members - Beaver Scouts
- Wider community contacts, businesses, other youth organisation leads etc

Appointment requirements: Must complete the relevant training for the role within the prescribed timescales. This role is likely to include contact with young people and will therefore require disclosure checks.

Main Tasks

To be an active member of the County Programme Team and support the delivery of our vision within Northumberland Scouts.

To help Beaver Sections within the County to deliver quality programmes:

- Set up networking and peer support at County scale so District Programme and Beaver Section Teams can share best practice
- Support District Programme Teams to share and make programme changes, such as new badges and activities.
- Promote, support and celebrate Beaver Section Top Awards and YouShape Awards
- Support District Programme and Beaver Section Teams to deliver projects where all young people can have a positive impact in the community.
- Work with Team Leaders, Team Members, campsites and activity centres to make nights away events happen.
- Support Beaver Scout volunteers across the County to access learning and undertake assessments for activity permits.

To set up activities and events in the County:

- Organise County events when District Programme and Beaver Section Teams decide they're needed, and make sure they're inclusive and accessible to all

.

Person specification

Knowledge and experience:	
Understanding of the Beaver Scout programme	Essential
Experience of working in the Scout or Guide Movements as an adult	Essential
An understanding of the needs of adult volunteers	Essential
Skills and abilities	
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership as part of the County team	Essential
Motivate adults volunteering within the County	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	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	Essential
Can use basic computer software	Essential
Personal qualities	
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

Application Form

If you are interested in applying for this role, please complete the application form below. You can also use our online form application form

P**rivacy Statement** - This form is used to collect information about you for the purpose of volunteer recruitment. This is to be used by Northumberland Scouts for this role. As part of this form we collect personal data, this detail is required so that we can identify you, the nominator and assess the skills of the nominee for the role. We don't share your personal data provided in this form with any third parties outside of the Scouts. We take your personal data privacy seriously. The data you provide to us is securely stored on secure online storage. For further detail please visit our Data Protection Policy. We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods please visit our Data Retention Policy.

Name	
Telephone number	
Email address	
1. Please outline why you want to apply for the role:	

Application Form - page 2

2. Please briefly explain why you would be suitable for this role, including professional and voluntary experience, within or outside Scouting (refer to role description):
3. Please describe the skills you would bring to this role (refer to person specification):

Please return this form to Peter.Thorp@northumberlandscouts.org.uk

Nomination Form

If you think you know the right person for this role, please complete the nomination form below. Nominating an individual does not commit them to applying, but, if they choose to, they will be required to complete a more thorough application form. You can also use our online form nomination form

P**rivacy Statement** - This form is used to collect information about you for the purpose of volunteer recruitment. This is to be used by Northumberland Scouts for this role. As part of this form we collect personal data, this detail is required so that we can identify you, the nominator and assess the skills of the nominee for the role. We don't share your personal data provided in this form with any third parties outside of the Scouts. We take your personal data privacy seriously. The data you provide to us is securely stored on secure online storage. For further detail please visit our Data Protection Policy. We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods please visit our Data Retention Policy.

Nominee's details

Name	
Telephone number	
Email address	
Please outline why you feel motivated to nominate this person for the role of District Lead Volunteer	

Your details

Name	
Telephone number	
Email address	

Please return this form to Peter.Thorp@northumberlandscouts.org.uk

Scouts
Northumberland

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