

Lead and shape the future of Scouting in South West Cheshire



**District Lead Volunteer
(South West Cheshire)
Vacancy Pack**


Scouts
Team Cheshire

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Introduction to Team Cheshire

It is an exciting time to be involved in Scouting in Cheshire as we adjust and recover from the coronavirus pandemic whilst continuing our current strategy to prepare better futures and deliver skills for life to young people who want to access Scouting.

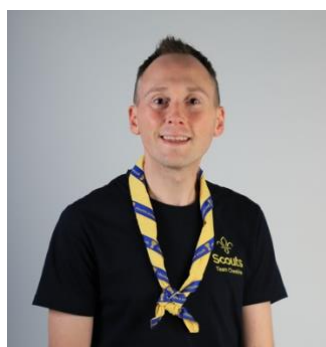
We are looking to identify enthusiastic and talented individuals who can lead and support Scouting in South West Cheshire as our new District Lead Volunteer, as we implement our ambitious transformation plans as part of our Skills for Life strategy.

The District Lead Volunteer is a key volunteer leadership role in Cheshire responsible, on behalf of the County Lead Volunteer, for providing positive and inspiring leadership to the District team and Group Lead Volunteers within South West Cheshire, to empower them to deliver our Skills for Life strategy.

I like to think of the Cheshire County Leadership Team as an inclusive team, which includes eight other District Lead Volunteers, all focused on how we support our 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 friend, and motivator to get the best from the people our team is here to support. Joining the team now provides the opportunity to be at forefront of our continued success within Scouting. It is my ambition to create the best possible team to lead Scouts in Cheshire, 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!



Dave Hopley
County Lead Volunteer
Cheshire Scouts

How to apply or nominate someone

Process

Thank you for your interest in volunteering as a District Lead Volunteer within the Cheshire County 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 5pm on Thursday 29 February 2024

Interview dates: Interviews will be held w/c 4 March 2024*

* for ratification by the County Welcome Panel. It is intended that this appointment start April 2023, after a structured handover during March, and a formal transition at the South West Cheshire Annual General Meeting on 12th April.

Further information

For more information, or for an informal chat about joining South West Cheshire, please e-mail cc@cheshirescouts.org.uk to arrange to speak with Dave Hopley, County Lead Volunteer for Cheshire.



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 country.

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.

What would I be doing as the District Lead Volunteer

Your day-to-day tasks within the role will vary but the following key tasks will feature in some form:

- Ensure that every 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.
- Provide proactive line management, including coaching, mentoring and guidance to Group Lead Volunteers as well as other adult volunteers in the District who directly report to you including setting objectives for their work, holding regular one-to-one meetings and reviews.
- Build and maintain a sense of District team by holding regular team meetings with the Group Lead Volunteers, Team Leaders and other appropriate volunteers within your District Leadership team to collaborate and provide peer support.
- Lead a safe, open and transparent culture around keeping young people and adults safe through our Yellow Card and key policies.
- Ensure the timely recruitment and appointment of new Group Lead Volunteers where required and ensuring that interim arrangements are put in place for any vacant posts.
- Together with the Group Lead Volunteers, agree the priorities for the District and produce a plan to deliver these to meet The Scout Association's vision and strategic objectives.
- 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.

- 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.
 - Act as an ex-officio trustee as a member of the District Trustee Board, and an ex-officio member of Cheshire County Scout Council.
 - Play an active part within Team Cheshire by attending meetings for District Lead Volunteers, led by the County Lead Volunteer, to contribute to the development of Scouting within Cheshire as part of Cheshire County Leadership Team.
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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

What's in it for me?

Supporting and leading 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**.

The work of our team is all about people and one of the incredible benefits of volunteering in any role in Scouts is the teams of people you get to work with. You will join an incredible **team of dedicated people** leading Scouting in South West Cheshire. You will get to inspire, motivate, shape and support the development of 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 volunteering in this team definitely provides all of that. You will get to see the difference that Scouts makes to so many young people's lives on a national scale, helping them developing skills for life, fostering friendships, and providing so many incredible and unforgettable experiences.

In the South West Cheshire District Leadership Team, you will have an **important role to lead the progress of our strategy**. You will have the **opportunity to learn** more about how Scouting works in Cheshire and be in a position to shape and contribute to the way we work.

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?**



Core Leadership Skill Areas

We've identified six core skill areas that enable good leadership in Scouting:

1. Providing direction

A good leader will create a vision for Scouting within their area of responsibility and provide clear leadership to implement that vision.

2. Working with people

It is vital that a leader can create team spirit amongst the other volunteers they work with and can form effective working relationships based on trust and the Values and Fundamentals of Scouting.

3. Achieving results

Good leaders in Scouting ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between different teams in Scouting.

4. Enabling change

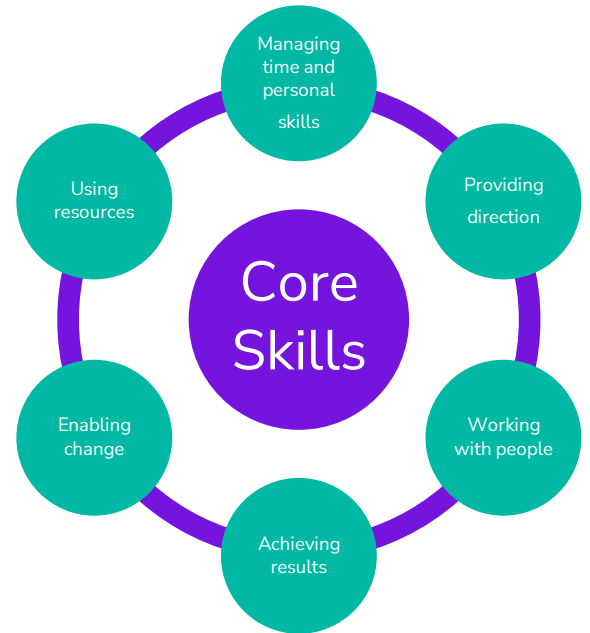
It is important to encourage volunteers to think of creative ways to improve Scouting within their area of responsibility. They should then provide the support to implement appropriate changes.

5. Using resources

A good leader in Scouting will ensure that information and resources are available, helping volunteers to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good leader in Scouting should use their time effectively and be willing to continue to learn and improve their skills.



About South West Cheshire

South West Cheshire is located within Cheshire County and is made up of twenty two Groups. This covers Crewe, Nantwich, Haslington, Sandbach, Shavington, Audlem, Bunbury, Wrenbury, Wybunbury and surrounding areas.

Total membership (in 2023)

- 0 Squirrels Scouts (4 – 6-year-olds)
 - 352 Beaver Scouts (6 - 8-year-olds)
 - 344 Cub Scouts (8 - 10 ½ year-olds)
 - 363 Scouts (10 ½ - 14-year-olds)
 - 125 Explorer Scouts (14 – 18-year-olds)
 - 371 Adults (18+ year-olds), of which 76 are Scout Network members (18 – 25-year-olds)
 - Total Membership 1,620.
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More information about Scouts

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