



Preparing young people with skills for life

**Scotland Commissioner
(Community Impact)**



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Welcome

As Scouts, we believe in empowering young people with skills for life. We encourage our young people to do more, learn more and be more.

We question and listen and form wide open minds. We take a deep breath and speak up. We think on our feet. See the big picture. Ignore the butterflies and go for it. We get back up and try again. We think about what's next, and plan for it. We jump in, get muddy, give back and get set.

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost 40,000 6-25 year olds across Scotland 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.



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?

All of this 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 giving them opportunities for adventure, training, fun and friendship.

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 strategy

Our plan to 2025 is simple. We will support amazing leaders to deliver an inspiring programme and prepare more young people with skills for life.

We will do this by building on the success of our last strategy.

We want to continue to...

- ...grow
- ...become more inclusive
- ...be shaped by young people
- ...have a bigger impact in our communities

More details on the work towards our new plan are available [here](#)



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.

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

Further information on our fundamentals, including details of our values, are provided [here](#)



Scouting's key policies

Like all of our members, the Scotland Commissioner (Community Impact) has to promote and follow our key policies. The policies cover:

Child Protection

Equal Opportunities

Religious

Safety

Vetting

Anti-Bullying

Development

Privacy and Data Protection

These policies are fully explained [here](#)

The role

Overview

The Scotland Commissioner (Community Impact) will join our Programme Team to lead the development and support of the Community Impact strand to help achieve the vision of our Skills for Life Strategic Plan.

You will be a great communicator and passionate about Community Impact. You'll be able to champion our values while leading on innovative pieces of work that support our strategy.

Role description

Purpose:

- To lead on the strategic development of the Community Impact programme for Scouts Scotland as part of the Programme team.
- To support our Regions and Districts to develop Scouting to take action in their communities through the programme.
- To actively promote the delivery of our A Million Hands programme and develop Community Impact activity.
- To lead and develop the Community Impact Support Team.
- To build relationships and develop partnerships with relevant external bodies.
- To promote and follow the policies of The Scouts and Scouts Scotland.
- To advise the Chief Commissioner and the Operations Committee on the work around the Community Impact strand.

Responsible to:

- Deputy Chief Commissioner (Programme)

Responsible for:

- The Community Impact Support Team
- Supporting youth representative on the UK Community Impact Group
- Supporting the relationship with external partners

Who you'll be working with

You'll need to enthusiastically work with and support a wide variety of people and teams in Scouting, and from other organisations and charities to deliver your work and support our strategy.

Key tasks:**As a member of the Scottish Programme Team:**

- Lead the Community Impact Strategy and help the support team to play their part.
- Outline your plan to achieve the goals and targets for Community Impact in-keeping with the Strategic plan
- Promote national Community Impact initiatives
- Give good advice
- Develop and maintain good working relationships

Work in partnership with District and Regional Commissioners:

- Work with the District and Regional Commissioners to promote and support this Programme area.
- Provide development opportunities for volunteers to develop their skills and experience in Community Impact.
- Communicate effectively
- Be the voice of Community Impact for the Scottish Programme Team

Work in partnership with Scouts Scotland and The Scouts UK committees and staff:

- Work with the Scout Scotland team to best achieve the goals
- Keep the committees informed as requested
- Plan your needs and let the Deputy Chief Commissioner (Programme) know
- Embrace and promote the Working Together Policies.
- Think big! Develop proactive working relationships with senior volunteers and staff at The Scouts UK.

Terms of appointment:

- The appointment is for an initial term of 3 years (subject to annual review with the Deputy Chief Commissioner (Programme) with the potential for re-appointment.
- Like all Scouts Scotland appointments, the successful candidate will be assigned a Training Adviser and will complete a Manager/Supporter Wood Badge, within 3 years of appointment.
- The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.

Expenses:

- This is a voluntary leadership role and is not paid, however, reasonable expenses in line with Scouts Scotland's Expenses Policy will be paid.

Person specification

Skills and abilities:

- Ability to inspire and motivate people
- Lead and manage people in a voluntary environment
- Contribute to strategy development and identify practical actions to achieve strategic objectives
- Communicate effectively
- Effectively chair meetings
- Be able to cope with challenging situations
- Undertake the appropriate Adult Training requirements
- Work in partnership with staff members across the Scouts Scotland and The Scouts UK teams, and external partners.

Knowledge and experience:

- Excellent knowledge of Community Impact Programme across the sections.
- Previous experience of the effective management and leadership of volunteers
- Previous experience of managing adults across a wide geographical area.

Personal qualities:

- Approachable
- Able to demonstrate initiative and empathy
- Excellent time management and a commitment to the role
- A demonstrable commitment to The Scout Association's Purpose, Values and Method
- No envisaged barriers to obtaining enhanced PVG status



How to apply

Key dates

- The closing date for applications and nominations is **Friday 5th March 2021**.
- Applicants will be informed as to whether they are being invited to selection by **Tuesday 9th March**.
- Interviews will then take place during the week beginning **Sunday 14th March**.

Process

Please fill in the application form and send it to graeme.luke@scouts.scot by no later than midday on Friday 5th March.

Please make sure you read the person specification section and make it clear in your application how you meet these.

Further information

If you require any further information about the process or the roles, please contact Deputy Chief Commissioner (Programme), Amy Douglas, by email at amy.douglas@scouts.scot