



Scouts
Northumberland



County Youth Lead Northumberland Scouts

Vacancy Pack and Role Description

INTRODUCTION TO NORTHUMBERLAND SCOUTS

It is an exciting time to be involved in Scouting as we embarked on a five-year strategy in 2018 to prepare better futures and deliver skills for life to young people who want to access Scouting. We are now at the end of this strategy and are in the process of shaping the new strategy. The County Youth Lead role in Northumberland is a very important County appointment, responsible for providing inspirational and effective leadership for our 7,500 members within the County. As Youth Lead you will take lead responsibilities for implementing our current and new strategy with your team and ensuring they feel motivated and supported to lead their teams to success and ensuring Youth Led Scouting is prominent for everything we do right across Northumberland.

We like to think of Team Northumberland as an inclusive team, 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.

We believe that the County Youth Lead role is a unique, yet highly rewarding role within the team. We are looking for individuals who can lead by being a great coach, critical friend and motivator to get the best from their team. Yes, this is a manager role within Scouting, but a successful County Youth Lead will build the right team around them and work hard to nurture, inspire and lead their team to do a great job.

The Youth Lead role will be part of the senior leadership team working with the County Lead Volunteer and County Senior Leadership Team Members, working together to lead on operational matters.

The division of responsibilities will be determined by the successful applicants in conjunction with the County Lead Volunteer.

Peter Thorp
County Lead Volunteer
Northumberland Scouts



Northumberland Scouts

ABOUT US



Northumberland Scouts is a Scout County with over 6,000 youth members and 1,700 adult volunteers. We operate across Northumberland, North Tyneside, Newcastle Upon Tyne, Hexham and up to Berwick upon Tweed, supporting the delivery of Scouting across 105 Scout Groups, 40 Explorer Scout Units and 14 Scout Districts. Each week there are 350 section meetings at the 100+ locations where our young people meet, providing over 1,000 hours of Scouting activities for young people.

SUPPORTING ADVENTURE



Northumberland Scouts are responsible for supporting the delivery of active and adventurous programmes for 4 to 6 year old Squirrel Scouts, 6 and 8-year-old Beaver Scouts, 8 to 10-year-old Cub Scouts and 10 to 14-year-old Scouts organised in Scout Groups and 14 - 17-year-old Explorer Scouts and 18 – 25-year-old Scout Networks organised in Districts.

In all sections the focus is on the delivery of a balanced yet exciting programme with a focus on developing skills for life through outdoor activities and adventure.

YOUTH FOCUS



Though our YouthShaped initiative we reflect the fact that Scouting is a youth organisation led by young people and supported by adults. Young people are at the heart of our decision making with respect to our programme, activities, events and competitions. Young people and younger adults also play a key role in the development of Scouting in Northumberland and in our governance as a charity.

Through our peer leadership training we are also keen to support the development of the next generation of our organisational leadership, so that Scouting in Northumberland constantly remains youth led.



FIND OUT MORE



To find out more about us, please visit our website at www.northumberlandscouts.org.uk

Thank you for considering the role of County Youth Lead, or nominating someone you think would be good for the role, it will make a huge difference to the lives of our 6,000+ youth members.

NEW TO SCOUTING?

WHO WE ARE

Every year we help 450,000 young people in the UK enjoy new adventures; to experience the outdoors, interact with others, gain confidence and reach their full potential. And it's not just young people who can get in on the action. Working alongside our youth members are thousands of adult volunteers, with a huge variety of roles and opportunities available.

To find out more go to www.scouts.org.uk.

VOLUNTEERING

Volunteering for us is easy, and fun and offers many opportunities for gaining externally recognised qualifications. Why not strengthen your CV while making a real impact on the lives of young people? How much time you give is up to you, and you don't need any previous experience.

We have a huge variety of roles to suit everyone, and whatever you choose, we'll make sure you're properly trained and supported.

WHO ARE YOU?

We're looking for someone with passion and skills to take the lead concerning Youth Shaped Scouting in Northumberland. As County Youth Lead you will be aged between 18 to 25, be a part of the County Senior Leadership Team, eligible to be a charity trustee and most importantly you

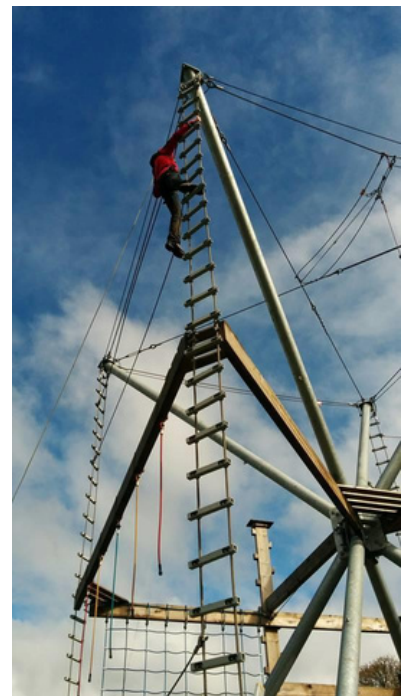
will be passionate about ensuring that our youth members not only have a voice at all levels in the organisation, but genuinely shape our strategy.

WHO YOU WILL WORK WITH

The County Lead Volunteer line manages and supports the County Youth Lead, who works with other members of the County Senior Leadership Team (SLT) and the County Trustee Board of which they are part.

The County Youth Lead will also work closely with other members of the County Team to ensure that all of our activities, events and competitions are youth led, and with District Youth Leads to ensure that Youth Shaped Scouting is embedded at all levels of the organisation.

The County Youth Lead (CYL) will also work with other CYLs in the North East England region to share best practices.



THE SCOUT INFORMATION CENTRE

T: 0845 300 1818

T (direct): 020 8433 7100

F: 020 8433 7103

E: info.centre@scout.org.uk

W: www.scouts.org.uk

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.

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

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 7,500+ 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](#)

ROLE DESCRIPTION

This vacancy is for County Youth Lead of Northumberland Scouts, which operates in Northumberland, North Tyneside, Newcastle, Hadrian and up to Berwick. At the last annual census we had over **6,000** youth members between the ages of 4 and 25 involved in our Squirrel, Beaver, Cub, Scout, Explorer, Young Leader and Network sections. We have over **1,700** adult volunteers, who undertake roles including working directly with young people, adults who manage and support other adults, adults who are experts in programme and activity areas, adults who support elements of the programme through Scout Active Support Units, as well as the Scout Network which provides development activities for adults aged 18-25.

The County Youth Lead, working in tandem with District Youth Leads and with the option of appointing Deputy CYLs, provide leadership for Youth Shaped Scouting in the County and will be supported by the County Lead Volunteer, Peter Thorp, the County Team and County Trustee Board

Purpose of the role

As a member of the County Senior Leadership Team, the County Youth Lead works in partnership with the County Lead Volunteer and Senior Leadership Team Members to lead on strategy and the effective management of Scouting.

The role is to ensure that young people from 4 – 25 years of age are involved and engaged in every decision that shapes their Scouting experience locally, and to empower young people to share their ideas and have a meaningful voice in developing strategy, planning, implementing and reviewing their programme and opportunities.

Responsible to:

County Lead Volunteer.

Responsible for:

Deputy County Youth Lead(s), if appointed.

Main Contacts:

County Senior Leadership Team, County Trustee Board, District Youth Leads and the wider County Team.

Appointment requirements:

Aged between 18 and 25 at time of appointment. The completion of a Manager and Supporter Wood Badge relevant to the County Youth Lead appointment, within three years of appointment. Eligible to be a Charity Trustee.

Main Role Responsibilities

The County Youth Lead will support the further development of youth shaped Scouting across the County by:

- Working as a key part of the County Senior Leadership Team contributing and taking an active part in the delivery of the County Development Plan.
- Encouraging the creation and greater participation in meaningful District and County Youth Forums.
- Ensuring that recommendations from the County Youth Forums to the County Trustee Board and County Team are considered and appropriately implemented and that an effective method is in place to provide feedback on outcomes to the Youth Forums.
- Working with all members of the County Team to ensure that the views of young people are represented in all decision making.
- Appointing, supporting and managing a County Youth Forum Lead for each section.
- Championing and promoting youth leadership at all levels within Groups and Sections (Young Leaders, Sixers & Seconders, Patrol Leaders & Assistant Patrol Leaders etc.)
- Visiting District meetings to talk and inspire young people about youth-shaped Scouting and what is happening within their County.
- Supporting Districts (and specifically District Youth Leads) to provide local youth engagement opportunities including forums.
- Working with other adults to identify, encourage and develop talented young people and young adults who wish to become more involved in shaping Scouting.
- Providing support to 18-25-year-old members on Trustee Boards.

- Increasing the role and participation of young people in the leadership and management of the County.
- Working with other local Youth Leads to feed into the UK Youth Lead Team including taking part in national training and conference opportunities (often virtual).

Personal Specification

The County Youth Lead must:

- Have a good understanding of the principles of Youth Shaped Scouting
- Understand the importance of youth input to the development of strategies, plans activities and events
- Be able to build a positive and active relationship with the County Team, County Trustee Board and District Youth Leads
- Be enthusiastic, proactive and able to enthuse others about Youth Shaped Scouting
- Be able to travel across the County and have the time necessary to undertake the role effectively.
- Be able to lead project teams
- Have good written and oral communication skills
- Have excellent computer and digital skills
- Be able to work well in meetings
- Possess good presenting and facilitating skills
- Be articulate
- Have the ability to speak publicly
- Be persuasive
- Be able to work within predefined limits (for examples timescales and budgets)
- Accept the policies and rules of The Scout Association
- Be willing to become a member, take The Scout Association Promise and wear the Scout Uniform Accept and promote Scouting's fundamentals and the implementation of the youth programme

Role Share

We are looking to appoint a County Youth Lead

Potential candidates are encouraged to consider role share applications, whereby two or more persons share the responsibilities of the County Youth Lead, with each undertaking the responsibilities to which they are best suited. Applications are welcomed from a small group of people who already possess a good idea of how they could work with each other to fulfil the responsibilities of the County Youth Lead or from individuals willing to use their skills and experience as part of a small team. This may include the appointment of Deputy County Youth Leads

NEXT STEPS AND HOW TO APPLY

The process of making a recommendation for appointment to the role is undertaken by The County Lead Volunteer. Self-nominations are very welcome and actively encouraged. Nominations for the role are sought from a wide range of individuals – self nominations are very welcome. When completing the nomination form please provide as much relevant information as possible as this will assist the Search Group in considering who may be best suited for the role. Please refer to the role description and person specification to help the County Lead Volunteer understand how the nominee meets the requirements of the role. It may be helpful to include experiences outside of Scouting that are relevant to the role such as in professional or other volunteer capacities.

Further information

if you require any further information about the role, or indeed would like an informal discussion about it, please contact Peter Thorp (County Lead Volunteer) by email at peter.thorp@northumberlandscouts.org.uk

Nomination/Application deadline

Completed nominations should be made using the online form at

<http://www.northumberlandscouts.org.uk/page/vacancies> by 30th September 2024

Selection process for shortlisted candidates

The selection event for shortlisted candidates is likely to take place through the course of October 2024.



Each week, we help over 460,00 young people develop the skills to succeed in life. But this can only happen thanks to our brilliant volunteers.

Volunteering is easier than you think. Whether you can spare an hour a week or even a year, we have hundreds of opportunities both behind the scenes and directly supporting young people. With full support and training, you can volunteer on a flexible basis.

Come and join our amazing team of volunteers all over Northumberland, North Tyneside, Newcastle, Blyth, Hadrian, Berwick and everywhere in between. Not only is volunteering incredibly rewarding and great fun, but you'll also learn some brilliant skills which are transferable to the workplace and further education.

We are looking for volunteers across many roles in scouting. From helping sweep the floor, to driving the minibus or even leading a team. Whether you want to be a team leader, a minute taker at a meeting or supporting on an evening - there is a role for you within Northumberland Scouts.

You can become a member of our amazing team - come and see us at the event today to register your interest or drop us an email at info@northumberlandscouts.org.uk



Scouts
Northumberland

**We need tea
makers,
activity planners,
tidy-uppers and
helpers for as little
or as much time as
you can spare**



Scouts

Northumberland

www.northumberlandscouts.org.uk