

Role Description

Role Purpose: Lead the development and delivery of a comprehensive inclusion strategy for volunteers in Scouting with a focus on a more diverse membership, improved public perception of our diversity and better links with community leaders, considering the wider needs of ScoutsCymru and The Scout Association and its long-term vision and strategic objectives.

To chair the Inclusive Scouting Advisory Team to ensure the inclusion strategy and action plan supports local delivery of scouting for all. Encourages and promotes all aspects of inclusion and diversity in Wales; ensures compliance with relevant legislation; reports progress against objectives; listens to and engages with members on inclusion and diversity ideas and proposals; creates a network of champions/ special advisors to support informed conversations and decision making.

To advise Team Cymru and the Business and Projects Committee on progress of the delivery of the inclusion strategy, working closely with the Scouts Cymru Commissioner's for People and Perception, as well as other volunteer and staff colleagues.

Appointed by: Chief Commissioner for Wales (via the ScoutsCymru Appointments Committee)

Responsible to: Chief Commissioner for Wales

Responsible for: The specialist advisors for Inclusion and Diversity, working groups that support delivery

Main contacts:

- Team Cymru, including the Chief Commissioner
- Head of Strategy and Head of Operations and other members of the ScoutsCymru team
- Regional Commissioners of Wales
- Volunteer colleagues the programme team, people team, perception team and Area Commissioners
- The appropriate Commissioners/Advisors in the Scottish, UK and Northern Ireland Headquarter's teams
- Team UK Inclusion Commissioner
- Appropriate Headquarters staff, including the inclusion team
- Chair of the Board in Wales

External contacts:

- Girlguiding Cymru
- Welsh Language Commissioner
- Chware Teg
- Pride Cymru/ LGBTQIA groups
- BAME groups

- Muslim Scout Groups
- Community leaders in areas of multiple deprivation
- Other relevant agencies in Wales

Key tasks:

- Provide leadership and co-ordination of the ScoutsCymru inclusion strategy and associated operational activities.
- To motivate, lead and manage an effective team of volunteers to support the role
- In coordination with the objectives of The Scout Association and the relevant programme boards, ensure that the volunteer teams work to clear and agreed plans based on the people support strategy within the strategic objectives of the Association.
- Contribute as a member of ScoutsCymru and other Committee and national meetings, as required
- Contribute to national policy developments across the range of TSA activities
- Ensure the implementation of policies agreed by the Trustee Board and its Committees
- Meet with the relevant staff support on a regular basis to review operational matters

Time commitment:

On average, four weekends (or part weekends) per year for Team Cymru meetings.

In addition, time to manage and delivery the strategy and action plan. Two or three days per year, mid week, may be required to meet with external organisations.

A minimum of termly meetings with the Chief Commissioner to share progress and updates.

Any additional Team Cymru meetings and development days.

A minimum of termly meetings with Inclusive Scouting Advisory team.

Terms of appointment The appointment is for an initial term of 3 to 5 years (subject to annual review with the Chief Commissioner), with the potential for re-appointment for a further period.

This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Association's Expenses Policy will be paid.

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a manager Wood Badge.

The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.

Person Specification

Any member of the Scout Association currently aged over 18 is eligible to apply for this role. If you are not currently a member of the Scout Association you must be open to becoming a member and committing to the Scout Promise and Values. During the selection process you will be asked to demonstrate that:

You are able to:

- lead and manage people at a distance and in a voluntary environment
- contribute to strategy development and identify practical actions to achieve strategic objectives
- inspire and motivate individuals
- communicate effectively, orally and in writing
- speak and present publicly in a clear, articulate and motivating way
- effectively chair meetings
- listen to others and counsel when necessary
- be assertive and cope with challenging situations
- use technology, especially office 365 to carry out a range of tasks – confident in Microsoft Word and to work in Excel and PowerPoint.
- quickly assimilate a broad overall knowledge of Scouting's policies and structures
- undertake the appropriate adult training requirements
- work in partnership with staff members across the Headquarters team

You have the following

- Knowledge and experience of working to make organisations more inclusive
- A strong understanding of the relevant legislation and duties and an ability to translate them into practical actions that can be implemented locally
- Previous experience of the effective management and leadership of volunteers
- Previous experience of strategic management in a professional or voluntary capacity
- Previous experience of managing adults across a wide geographical area and from various personal backgrounds.
- Previous experience in formatting proposals for consideration by a senior Committee and articulating points at those meetings.

You have the following characteristics

- A good communicator who understands that communications is a key part of good leadership
- A tenacity to see through projects from idea generation to delivery
- Enthusiastic and a desire to make a difference for young people in Wales
- Approachable at all reasonable times and inclusive in your approach
- A demonstrable commitment to The Scout Association's Fundamentals and Promise
- Sufficient time available for the role, including mid-week and weekend engagements
- No envisaged barriers to obtaining an enhanced DBS disclosure