

Role Description

Role Purpose: Work with the Commissioner People to lead the development and delivery of a comprehensive training approach for volunteers in Scouting with a focus on providing advice and guidance on training and ensuring that each volunteer has a positive training experience. Understanding and communicating changes and delivery of training for Wales Scouting, considering the wider needs of ScoutsCymru, and in conjunction with Team UK, and its long-term vision and strategic objectives.

Areas will include Management and Supporter training and validation, ensuring good quality of delivery. Ensuring training information is up to date and overseeing the work of the Training SASUs.

Appointed by: Commissioner People for Wales

Responsible to: Commissioner People for Wales

Responsible for: Development and oversight of all adult training in Wales

Main contacts:

- Team Cymru, including the Chief Commissioner for Wales
- ScoutsCymru Head of Strategy and Head of Operations and other members of the Senior Management Team
- Relevant Programme Boards
- Regional Commissioners in Wales
- Chair of Business and Projects Committee
- UK Commissioner People
- UK Training Support Manager
- Volunteer Head of Training and Development
- UK training teams
- Project Leads

External contacts:

- Girlguiding Cymru
- CIPD Wales
- CMI Cymru
- CBI Cymru.
- Engage for Success
- Civil service and local government
- Large employers in Wales
- Welsh Government leadership programme Academi
- Other relevant Wales based agencies

- Key tasks:**
- In coordination with the objectives of ScoutsCymru and The Scout Association, ensure that the volunteer training offer is clear and delivered to an agreed plan. To ensure an excellence in volunteer training.
 - Contribute as a member of Team Cymru and other Committees and National meetings, as required
 - Contribute to Wales and national policy developments across the range of 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 Training matters
 - Oversee the SASU Managers, meeting with them on a regular basis
 - Ensure all the relevant training data is provided to line managers for review.

Appointment Requirements Must successfully complete the appointment process (including acceptable enquiries and acceptance of The Scout Association's policies). During the five months of provisional Appointment the relevant Getting Started Modules must be completed. A Wood Badge, including the role specific modules 33 and 34 must be completed within the first three years of Full Appointment and ongoing safeguarding and safety training

Time commitment: On average, four weekends (or part weekends) per year for Team Cymru meetings. In addition, time to manage/work with project teams. Two or three days per year, mid week, may be required to meet with external organisations.

Any additional Team Cymru meetings and development days.

Take part in Team UK People team meetings as necessary

Attend National Team Meetings (at present, monthly via Teams but historically 2 weekends in London)

Hold a minimum of termly meetings with the team.

Terms of appointment: The appointment is for an initial term of 3 to 5 years (subject to annual review with the Commissioner People, 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.

Person Specification

Any member of the Scout Association currently aged over 18 is eligible to apply for this role. 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 mobile email, to carry out a range of tasks – confident in Office 365, including Microsoft Word, 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

- An ability to see and understand the bigger picture and translate it into practical actions that are delivered
- Experience in leading a team of expert advisors who deliver agreed workstreams
- 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.
- Experience of overseeing training for adults

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
- A demonstrable commitment to The Scout Association's Fundamentals and Promise
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel
- No envisaged barriers to obtaining an enhanced DBS disclosure

Specific deliverable and timescales

Working with the Commissioner People, develop a team of people to support the following

1. Work with the Team UK people team to review and improve training offer, to improve and streamline the delivery and validation of training of adult volunteers
2. Lead on a centre of excellence for training, providing expert guidance to Regional ATMS, and providing clear and accessible training and validation for volunteers
3. Oversee the SASU teams and delivery of manager and supporter training
4. Provide detailed updates on training data – ensuring that line managers and the ScoutsCymru team are aware of any challenges and successes.