



# Lead the future of youth shaped Scouting in Wales

**ScoutsCymru Youth Lead volunteer  
vacancy pack**

**#SkillsForLife**



**Scouts**

# About us

## Committed to 'youth shaped scouting'

At Scouts, we provide young people with opportunities to develop Skills for Life, including confidence to speak up, feeling self-belief, the ability to make a difference, and valuable leadership skills.

That's what being youth shaped is all about: ensuring our movement is led by young people, working in partnership with volunteers to shape all aspects of their scouting experience.

## The difference you'll make to young people

Youth Leads help young people to make their voices heard and improve Scouts for the better. You'll be working to give more young people the opportunity to speak up and take the lead – to gain skills and experiences that set them up for the future. And in the process, you'll learn plenty of new skills too.



# The current vacancy

We're currently looking for a **Youth Lead** to join us at ScoutsCymru. Could this be you?

You may know this role as Youth Commissioner. As part of the Scouting Volunteer Experience Transformation process, the role name is changing to Youth Lead – but the commitment for a young person to deliver youth shaped scouting remains the same.

## What would you do?

You'd be a volunteer responsible for driving youth shaped scouting across the nation. You would support volunteers with being youth focussed, shape the programme, influence decisions that we make at Scouts and take the lead.

You'll be aged 18-25 at appointment and support volunteers to embed the ideas and decisions of young people into local scouting.

You will play a key role in the leadership and management of ScoutsCymru. You need to motivate both volunteers and young people.

Responsibilities of the Youth Lead vary but are likely to include:

- Helping to make sure that the national programme is shaped by young people.
- Creating accessible and genuine opportunities for young people to provide feedback.
- Promoting the YouShape Award and the Scouts' other top awards.
- Supporting the Area and District Youth Leads in Wales, bringing them together to support each other, share ideas, and work towards a shared vision.
- Inspiring and motivating young people in Wales and making sure they know about all the different opportunities available to them in Scouts, including what they can do when they turn 18.
- Influencing decisions that are made in Wales as a member of Team Cymru and the Board of Trustees, making sure that young people and their voices/opinions are kept at the heart of decisions.

## Support every step of the way

You would be line managed by the Chief Volunteer Wales, who will help you set objectives and work with you towards improving youth shaped scouting.

You'll be partnered with a great mentor who will help you grow personally, professionally, and in Scouts. They'll be able to answer any questions you have and overcome any challenges you face throughout your time in ScoutsCymru.

The UK and Nations Youth Teams are also here to support you – running inductions, events, webinars and more. You'll have support available whenever you need it.

# What you'll get from the role

Being a Youth Lead is an amazing opportunity. As well as helping to drive youth shaped scouting locally and giving young people a say, you'll also be learning lots of new skills, making friends and having fun along the way.

You'll get a wealth of experience and develop skills that will set you up for life (and look seriously impressive on a CV or university application) – things like teamwork, communication and organisation, but also experience with governance, working with young people and leading others.

**Across the UK, there are now more than 600 Youth Leads doing amazing things. Ready to join them?**

**“Applying to become Youth Lead was genuinely one of the best decisions I’ve ever made. Through this role I’ve learned so much, got to work with a really great team, and made a big difference to the experience of young people in Scouts.”**

**“I never thought I’d get the role, but I decided to apply anyway just in case. Three years later, I’m so glad I did. I’d recommend applying to everyone who is considering it.”**

**“What surprised me most when starting the role was the amazing support that was available from my local team and other youth leads. I’ve made new friends and gotten to work with some great people”.**

**“Seeing the difference this role makes to young people is the best part. I’ve watched young people speak up and shape their scouting experience for the better – and I couldn’t be more proud.”**

# How the application process works

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 team will oversee this process and will review all applications and nominations to make decisions as to who to invite to attend the selection stage of this process. Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification.

The successful applicant will begin a hand over of up to six months with the current ScoutsCymru Youth Lead. This will allow them to learn about the role and ScoutsCymru and to build relationships to ensure their success in their role. During this time, they will receive mentoring and will work with the current Youth Lead on the youth workplan.

## Key dates

The closing date for applications is 9am, Monday 26<sup>th</sup> February 2024.

Interviews will be held in March 2024.

## Further information

For more information, or for an informal chat about this vacancy, please contact:

Callum Jones, ScoutsCymru Youth Lead by emailing [youthshaped@scoutscymru.org.uk](mailto:youthshaped@scoutscymru.org.uk) or you can phone 01446 795277



# All about the role: ScoutsCymru Youth Lead

## Outline:

As a member of the Wales Leadership Team, the ScoutsCymru Youth Lead works in partnership with the Chief Volunteer Wales, and Chair of the Board of Trustees as well as the staff team and Team Cymru. The purpose of this role is to ensure that young people aged 4-25 are involved and engaged in every decision that shapes their Scouting experience. The Youth Lead will empower young people to share their ideas and support them to have a meaningful voice in planning, implementing and reviewing their programme and opportunities.

## Responsible to:

Chief Volunteer Wales

## Responsible for:

ScoutsCymru Youth Team members (if appointed)

## Main Contacts:

Young people within Wales, Chief Volunteer Wales, ScoutsCymru Youth Team members (if appointed), Area and District Youth Leads, Area Lead Volunteers, Team Lead for Programme, People, Inclusion and Perception

ScoutsCymru Chair, members of the Board of Trustees and its sub-committees and ScoutsCymru staff,

UK Youth Team, other national youth leads,

## Appointment requirements:

Applicants must be aged 18-25 years old on the 31<sup>st</sup> October 2024. They must successfully complete the appointment process (including a DBS check), be eligible for charity trustee status and complete all appropriate training (as detailed in POR plus any additional as relevant) in a timely manner.

## Time required

Like lots of roles in Scouts, the Youth Lead role can be busy at times. Some weeks there could be several different things for you to work on, attend and lead. While it will vary, we estimate the time commitment will be around one to two evenings a week and one weekend a month.

ScoutsCymru is a flexible place to volunteer and many of these commitments can be fulfilled using digital tools such as Microsoft Teams and email. However, it also gives you the opportunity to travel across Wales and beyond, meeting young people, volunteers and external stakeholders. You will be supported with appropriate equipment and expenses.

We understand that life can get busy at times, so if you need to stop or pause your volunteering or reduce the amount of time you spend on the role each week, we will support you to do this.

## Main tasks

- Champion, encourage and lead the way to ensure that scouting in Wales is truly shaped by young people in partnership with adults. This will be achieved by working with the Chief Volunteer Wales, Chair, local Youth Leads and Team Cymru.
- Support youth shaped scouting through the delivery of the programme.
- Embed young people and their voices and opinions in national and local decision making.
- Work with other volunteers to ensure young people in Wales continue to have opportunities to develop.
- Play an active role on the ScoutsCymru Board of Trustees and other committees as appropriate to champion young people and ensure they are represented in ScoutsCymru's governance.
- Wider engagement with the work of ScoutsCymru

**Note:** Some of these responsibilities may be delegated to others, including members of the Youth Team (if appointed).

# Person Specification

<b>Age</b>	
18 -25 years old on 31 <sup>st</sup> October 2024	Essential
<b>Skills required</b>	
Ability to work with young people and adults	Essential
Good communication skills	Essential
Ability to contribute to discussions	Essential
Ability to influence the opinions of others	Essential
Ability to take on responsibility and meet deadlines	Essential
Excellent presenting and facilitating skills	Desirable
Ability to lead and motivate teams	Desirable
<b>Knowledge required</b>	
An understanding of the structure and principles of ScoutsCymru	Desirable
Previous experience of scouting	Desirable
The ability to communicate in Welsh	Desirable
<b>Qualities required</b>	
Accept the policies and rules of The Scout Association	Essential
Willingness to become a member, take The Scout Association Promise, and wear the Scout uniform	Essential
Accept and promote the Fundamentals of Scouting and the implementation of the youth programme	Essential
Have enough time available to commit to the role	Essential

If you don't feel you meet all the requirements listed above, please get in touch to discuss whether you may still be suitable. The Youth Lead role will allow for and encourage personal growth that will enable you to fulfil all the above specifications during the role.

If you are unsuccessful in your application for this particular role, we may let you know about other suitable positions.