

Trustee Recruitment Pack 2024

Deadline for Applications:
9th September 2024, 5pm





Hello and Welcome!



Thank you so much for your interest in joining Trustee Board of ScoutsCymru. I joined as Chair in February 2024, and I am excited to take forward the development of the governance of this incredible organisation.

As we look forward to the 100th anniversary in 2025, we are working hard to make sure that we have the strong foundations to deliver on our mission of Scouting being available for every young person in Wales.

If you share our commitment to young people developing Skills for Life through a wide range of activities, then please think about coming forward.

I am particularly keen to see interest from groups currently underrepresented on the Board, including women, people from identities included under the BAME label, disabled people, and people who identify as LGBTQ+. Previous trustee experience is not required, but you will need to be able to think strategically and be prepared to ask challenging and meaningful questions of senior volunteers and staff, and to be able to give the time needed.

Being part of ScoutsCymru is great fun, and really rewarding. We have an excellent senior staff and volunteer team, who are delivering Scouting for over 14,000 children and young people and have many bright plans for the future.

Please come and join the adventure!

Kirsty Palmer
Chair of the Trustees

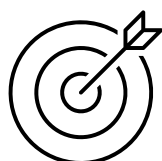
About Us

ScoutsCymru is one of the largest mixed volunteer-led movements for young people in Wales. At present ScoutsCymru, supported by over 5000 volunteers, currently provides over 14,000 young people across Wales the opportunity to develop skills for life. We are proud to be a part of a worldwide family of Scouts and are committed to supporting our members throughout Wales.

Scouting is open to everyone, all races, genders, abilities and faiths. Above all, Scouting exists solely to make young people's lives better, helping them to realise their full potential, and providing them with the skills they need to succeed in life.

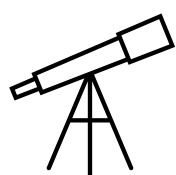
Our strategy for 2018-2025 aims to support and empower our volunteers to deliver an amazing programme to our young people, enabling us to continue our work in contributing to a better society.

Our Mission



Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our Vision



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.

Our Values

Belief	Respect	Integrity	Care	Co-operation
We explore our faiths, beliefs and attitudes	We have self-respect and respect for others	We act with integrity; we are honest, trustworthy and loyal	We support others and take care of the world in which we live	We make a positive difference; we cooperate with others and make friends

You can find out more about ScoutsCymru at <https://scoutscymru.org.uk/>

Trustee Role Description

Purpose

To develop ScoutsCymru in keeping with its charitable objectives and in the parameters of good governance.

Main Responsibilities

- ❖ To take part in formulating and regularly reviewing the strategic aims of ScoutsCymru, and in providing direction for its ongoing development, in accordance with the Constitution.
- ❖ Working with other Trustees, to ensure that the policies and practices of ScoutsCymru are in keeping with its purpose.
- ❖ With other Trustees, to exercise effective control, ensuring that ScoutsCymru functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
- ❖ Working with other Trustees, to fulfil all other duties as laid out by law and in accordance with the Constitution.
- ❖ To sit on at least one of the Board's reporting committees, sub-committees or working groups.

Main Duties

- ❖ Developing and reviewing strategic aims.
- ❖ Ensuring policies and practices are in keeping with the purpose the organisation.
- ❖ Exercise effective control and ensure best practice.

Additional Duties

- ❖ Reflect the ScoutsCymru vision, strategy, policies and values at all times.
- ❖ Assist in the implementation of the strategic goals of ScoutsCymru.
- ❖ Attend training and development opportunities as appropriate, including an induction programme on taking up the role of Trustee, and Trustee briefings.
- ❖ Work effectively as a team member of the Trustee Board in exercising its responsibilities and functions.
- ❖ Protect the assets and integrity of the charity, with regard to best practice.
- ❖ Maintain good relations with the organisation's staff.
- ❖ Regularly engage with all members of the Movement at all levels in the organisation

Person Specification

We request that you be able to demonstrate or be willing to develop some of the following:

Essential

- ❖ Commitment to the values and ethos of The Scouts.
- ❖ Confident and effective communication skills with a range of audiences and the ability to challenge in a constructive way.
- ❖ A proven track record of sound judgment and effective decision making.
- ❖ Enthusiasm, energy and time to commit to this role.

Desirable

- ❖ An understanding of the type of work undertaken by ScoutsCymru.
- ❖ Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- ❖ A record of proven and significant achievement in your own field.
- ❖ Experience of operating on a Board or a major committee in a charitable, public sector or commercial organisation.
- ❖ Wider Involvement with the voluntary sector and other networks.

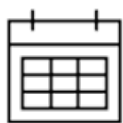
Our aim is to develop a diverse Board of Trustees, that reflects the communities across Wales, and encourage a diversity of thought and experience across our organisation. As such we are keen to hear from people from a range of backgrounds and experiences, who share our values and want to make a difference.

At this time, we are particularly, though not exclusively, interested in applications from women, people from minority ethnic groups, people with disabilities and LGBTQ+ people.

Experience in one or more the following areas would also be welcomed:

- Strategic planning and delivery
- Financial planning and asset management
- Organisational development, cultural change and HR management
- Youth policy development
- Strategic risk management
- Charity fundraising
- Digital Transformation
- Equality, Diversity and Inclusion

Other Relevant Information



Trustee Term

Three years renewable up to six years.

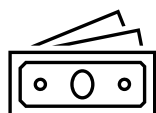


Time Commitment

Average time commitment:

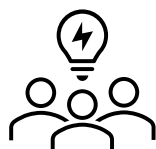
- 4 Board Meetings
- 4 Sub-committee Meetings
- 1 Residential Weekend
- AGM

Please be aware that time commitment may vary year to year.



Remuneration

This is a volunteer role and as such is unpaid. However, reasonable expenses will be covered.



As a ScoutsCymru Trustee you will receive:

- A full induction
- All relevant training
- The opportunity to make strategic decisions, develop new skills, and engage with like-minded individuals
- Invaluable experience
- Satisfaction in guiding and enabling ScoutsCymru to continue making a difference to the lives of young people across Wales.

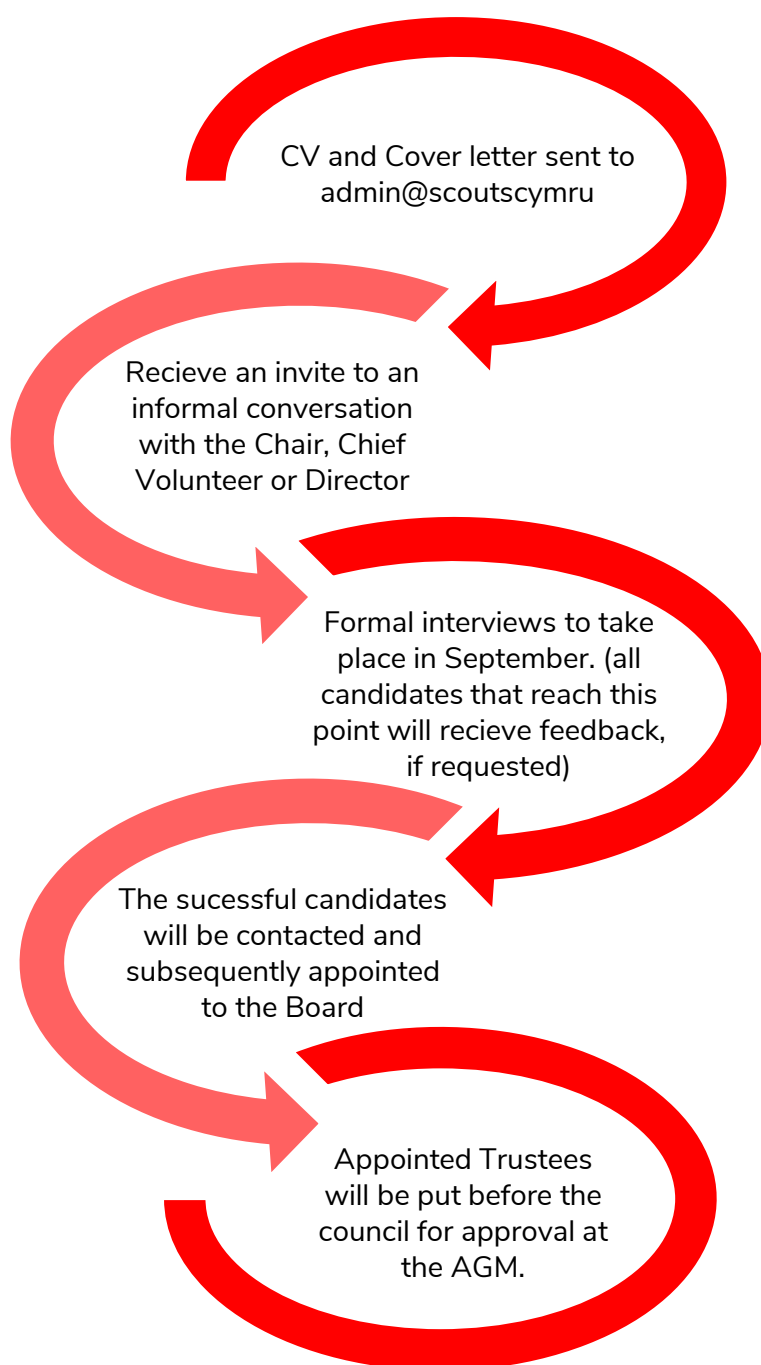


Ready to Apply?

To apply for the role please send your CV and a cover letter, outlining why you are interested in the role as well as any relevant skills and experience, to:

admin@scoutscymru.org.uk

The Full Process



If you have any questions about the role or process, please do not hesitate to contact us at: admin@scoutscymru.org.uk



Pecyn Recriwtio Ymddiriedolwr 2024

Dyddiad cau ar gyfer ceisiadau:

9 Medi 2024, 5pm





Helo a Chroeso!



Diolch yn fawr am eich diddordeb mewn ymuno â Bwrdd Ymddiriedolwyr ScoutsCymru. Ymunais fel Cadeirydd ym mis Chwefror 2024, ac rwy'n llawn cyffro i fwrw ymlaen i ddatblygu llywodraethiant y sefydliad anhygoel hwn.

Wrth i ni edrych ymlaen at y canmlwyddiant yn 2025, rydym yn gweithio'n galed i sicrhau bod gennym y sylfeini cryf i gyflawni ein cenhadaeth bod Sgowtio ar gael i bob person ifanc yng Nghymru.

Os ydych chi'n rhannu ein hymrwymiad i sicrhau bod pobl ifanc yn datblygu Sgiliau am Oes drwy ystod eang o weithgareddau, yna ystyriwch gyflwyno eich hun.

Rwy'n arbennig o awyddus i weld diddordeb gan grwpiau sydd heb gynrychiolaeth ddigonol ar y Bwrdd ar hyn o bryd, gan gynnwys menywod, pobl o hunaniaethau sydd wedi'u cynnwys o dan label BAME, pobl anabl, a phobl sy'n uniaethu fel LHDTG+. Nid oes angen profiad blaenorol fel ymddiriedolwr, ond bydd angen i chi allu meddwl yn strategol a bod yn barod i ofyn cwestiynau heriol ac ystyrlon i uwch wirfoddolwyr a staff, a gallu rhoi'r amser sydd ei angen.

Mae bod yn rhan o ScoutsCymru yn llawer o hwyl, ac yn rhoi llawer o foddhad. Mae gennym uwch staff rhagorol a thîm gwirfoddol, sy'n darparu Sgowtio ar gyfer dros 14,000 o blant a phobl ifanc ac mae gennym lawer o gynlluniau disglair ar gyfer y dyfodol.

Dewch i ymuno yn yr antur!

Kirsty Palmer

Cadeirydd yr Ymddiriedolwyr

Amdanom Ni

ScoutsCymru yw un o'r mudiadau mwyaf cymysg a arweinir gan wirfoddolwyr ar gyfer pobl ifanc yng Nghymru. Ar hyn o bryd mae ScoutsCymru, gyda chefnogaeth dros 5000 o wirfoddolwyr, yn rhoi cyfle i dros 14,000 o bobl ifanc ledled Cymru ddatblygu sgiliau am oes. Rydym yn falch o fod yn rhan o deulu byd-eang o Sgowtiaid ac rydym wedi ymrwymo i gefnogi ein haelodau ledled Cymru.

Mae Sgowtio yn agored i bawb, pob hil, rhyw, gallu a ffydd. Yn anad dim, mae Sgowtio yn bodoli i wneud bywydau pobl ifanc yn well, gan eu helpu i wireddu eu potensial llawn, a darparu'r sgiliau sydd eu hangen arnynt i lwyddo mewn bywyd.

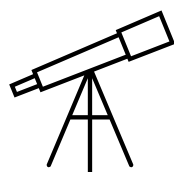
Nod ein strategaeth ar gyfer 2018-2025 yw cefnogi a grymuso ein gwirfoddolwyr i gyflwyno rhaglen anhygoel i'n pobl ifanc, gan ein galluogi i barhau â'n gwaith i gyfrannu at gymdeithas well.

Ein Cenhadaeth



Mae sgowtio yn ymgysylltu'n weithredol ac yn cefnogi pobl ifanc yn eu datblygiad personol, gan eu grymuso i wneud cyfraniad cadarnhaol i gymdeithas.

Ein Gweledigaeth



Erbyn 2025 byddwn wedi paratoi mwy o bobl ifanc gyda sgiliau am oes, gyda chefnogaeth arweinwyr anhygoel sy'n cyflwyno rhaglen ysbrydoledig. Byddwn yn tyfu, yn fwy cynhwysol, wedi'i lywio gan bobl ifanc ac yn cael mwy o effaith yn ein cymunedau.

Ein Gwerthoedd

Cred	Parch	Uniondeb	Gofal	Cydweithrediad
Rydym yn archwilio ein ffydd, ein credoau a'n hagweddau	Mae gennym hunan-barch a pharch tuag at eraill	Rydym yn gweithredu gyda gonestrwydd; rydym yn onest, yn ddibynadwy ac yn ffyddlon	Rydym yn cefnogi eraill ac mae'r byd yr ydym yn byw ynddo yn bwysig i ni.	Rydym yn gwneud gwahaniaeth cadarnhaol; rydym yn cydweithio ag eraill ac yn gwneud ffrindiau

Disgrifiad o Rôl Ymddiriedolwr

Diben

Datblygu ScoutsCymru yn unol â'i amcanion elusennol ac o fewn paramedrau llywodraethu da.

Prif Gyfrifoldebau

- ❖ Cymryd rhan wrth lunio ac adolygu nodau strategol ScoutsCymru yn rheolaidd, a darparu cyfeiriad ar gyfer ei ddatblygiad parhaus, yn unol â'r Cyfansoddiad.
- ❖ Gweithio gydag Ymddiriedolwyr eraill, i sicrhau bod polisiau ac arferion ScoutsCymru yn cyd-fynd â'i ddiben.
- ❖ Gydag Ymddiriedolwyr eraill, rheoli'n effeithiol, gan sicrhau bod ScoutsCymru yn gweithredu o fewn gofynion cyfreithiol ac ariannol sefydliad elusennol ac yn ymdrechu i gyflawni arfer gorau.
- ❖ Gweithio gydag Ymddiriedolwyr eraill, i gyflawni'r holl ddyletswyddau eraill fel y'u nodir yn ôl y gyfraith ac yn unol â'r Cyfansoddiad.
- ❖ Eistedd ar o leiaf un o bwyllgorau adrodd, is-bwyllgorau neu weithgorau'r Bwrdd.

Prif ddyletswyddau

- ❖ Datblygu ac adolygu amcanion strategol.
- ❖ Sicrhau bod polisiau ac arferion yn cyd-fynd â'r diben y sefydliad.
- ❖ Ymarfer rheolaeth effeithiol a sicrhau arfer gorau.

Dyletswyddau Ychwanegol

- ❖ Adlewyrchu gweledigaeth, strategaeth, polisiau a gwerthoedd ScoutsCymru bob amser.
- ❖ Cynorthwyo i weithredu nodau strategol ScoutsCymru.
- ❖ Mynychu cyfleoedd hyfforddi a datblygu fel y bo'n briodol, gan gynnwys rhaglen sefydlu ar ymgymryd â rôl Ymddiriedolwr, a sesiynau briffio ymddiriedolwyr.
- ❖ Gweithio'n effeithiol fel aelod o dîm y Bwrdd Ymddiriedolwyr i arfer ei gyfrifoldebau a'i swyddogaethau.
- ❖ Diogelu asedau ac uniondeb yr elusen, o ran arfer gorau.
- ❖ Cynnal perthynas dda gyda staff y sefydliad.
- ❖ Ymgysylltu'n rheolaidd â phob aelod o'r Mudiad ar bob lefel yn y sefydliad

Manyleb Person

Gofynnwn eich bod yn gallu dangos neu fod yn barod i ddatblygu rhai o'r canlynol:

Hanfodol

- ❖ Ymrwymiad i werthoedd ac ethos y Sgowtiaid.
- ❖ Sgiliau cyfathrebu hyderus ac effeithiol gydag ystod o gynulleidfaoedd a'r gallu i herio mewn ffordd adeiladol.
- ❖ Hanes profedig o farn gadarn a gwneud penderfyniadau effeithiol.
- ❖ Brwdfrydedd, egni ac amser i ymrwymo i'r rôl hon.

Dymunol

- ❖ Dealltwriaeth o'r math o waith a wneir gan ScoutsCymru.
- ❖ Profiad amlwg o greu a chynnal perthnasoedd â rhanddeiliaid a chydweithwyr allweddol i gyflawni amcanion sefydliadol.
- ❖ Hanes o gyflawniad profedig a phwysig yn eich maes eich hun.
- ❖ Profiad o weithredu ar Fwrdd neu bwyllgor mawr mewn sefydliad elusennol, sector cyhoeddus neu fasnachol.
- ❖ Ymgysylltu ehangach â'r sector gwirfoddol a rhwydweithiau eraill.

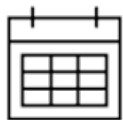
Ein nod yw datblygu Bwrdd Ymddiriedolwyr amrywiol, sy'n adlewyrchu'r cymunedau ledled Cymru, ac yn annog amrywiaeth o feddwl a phrofiad ar draws ein sefydliad. O'r herwydd, rydym yn awyddus i glywed gan bobl o ystod o gefndiroedd a phrofiadau, sy'n rhannu ein gwerthoedd ac eisiau gwneud gwahaniaeth.

Ar hyn o bryd, rydym yn arbennig, er nad yn unig, â diddordeb mewn ceisiadau gan fenywod, pobl o grwpiau ethnig lleiafrifol, pobl ag anableddau a phobl LGTBQ +.

Byddem yn croesawu profiad mewn un neu fwy o'r meysydd canlynol hefyd:

- Cynllunio a chyflawni strategol
- Cynllunio ariannol a rheoli asedau
- Datblygu sefydliadol, newid diwylliannol a rheoli adnoddau dynol
- Datblygu polisi ieuencid
- Rheoli risg strategol
- Codi arian i elusen
- Trawsnewid digidol
- Cydraddoldeb, Amrywiaeth a Chynhwysiant

Gwybodaeth Arall Berthnasol



Cyfnod fel Ymddiriedolwr

Tair blynedd a gellir ei adnewyddu hyd at chwe blynedd.

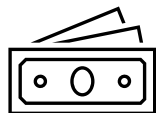


Ymrwymiad Amser

Ymrwymiad amser cyfartalog

- 4 Cyfarfod Bwrdd
- 4 Cyfarfod Is-bwyllgor
- 1 Penwythnos Preswyl
- Cyfarfod Cyffredinol Blynnyddol

Gall yr ymrwymiad amser amrywio o flwyddyn i flwyddyn.



Cydnabyddiaeth Ariannol

Rôl wirfoddol yw hon ac felly nid oes tâl. Fodd bynnag, telir treuliau rhesymol.



Fel Ymddiriedolwr ScoutsCymru byddwch yn cael:

- Hyfforddiant sefydlu llawn
- Yr holl hyfforddiant perthnasol
- Cyfle i wneud penderfyniadau strategol, datblygu sgiliau newydd, ac ymgysylltu ag unigolion o'r un anian
- Profiad gwerthfawr
- Boddhad wrth dywys a galluogi ScoutsCymru i barhau i wneud gwahaniaeth i fywydau pobl ifanc ledled Cymru.

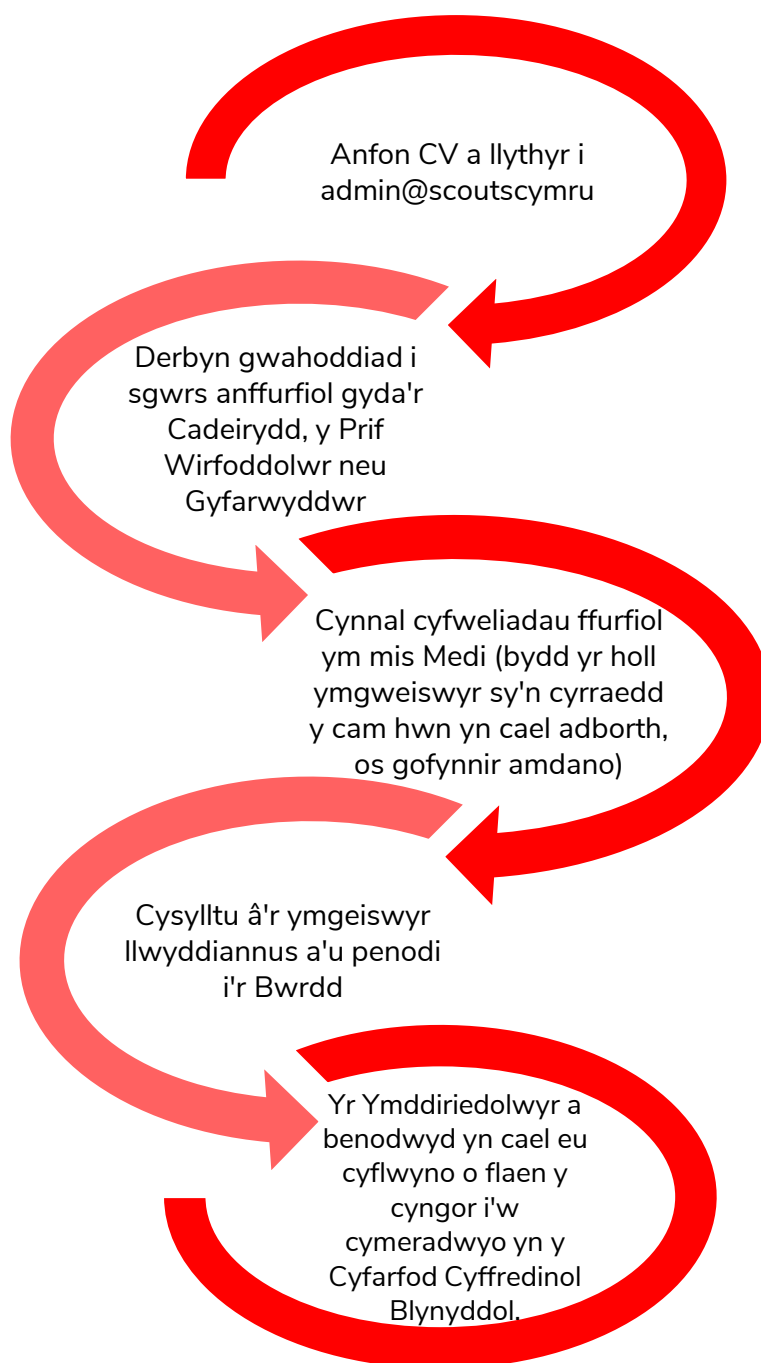


Barod i Wneud Cais?

I wneud cais am y rôl anfonwch eich CV a llythyr, yn amlinellu pam mae gennych ddiddordeb yn y rôl gan nodi unrhyw sgiliau a phrofiad, i:

admin@scoutscymru.org.uk

Y Broses Lawn



Os oes gennych unrhyw gwestiynau am y rôl neu'r broses, mae croeso i chi gysylltu â ni ar: admin@scoutscymru.org.uk

