



Assistant County Commissioner Leadership Development Avon

Applicant Information Pack



The role

Overview of the role of Assistant County Commissioner Leadership Development

Do you love developing and mentoring people to help them gain new skills?

If so, you could be perfect for this role because we want to build strong teams of volunteers with the right skills to help us make Scouting available to more young people who want to join. The Assistant County Commissioner (ACC) Leadership Development is a senior volunteer role within Scouting, with responsibility for building the senior leadership capability. The main focus of the ACC role is to identify talented volunteers and accelerate their development through structured learning, specific delivery opportunities and mentoring.

Role description

Appointed by:	County Commissioner
Responsible to:	Deputy County Commissioner Growth and Development
Responsible for:	Delivery Team (if other appointments are not held)
Main internal contacts:	County and Deputy County Commissioners, County Youth Commissioner, District Commissioners, County Growth and Development Team, District Growth and Development Leads
Other internal contacts:	Assistant County Commissioners, County Chair, Regional Services Team
Key tasks:	<p>Design, launch and run a rolling 12 month development programme for adult volunteers, to allow you to deliver increased candidate pools of talented individuals for future recruitment into County and District roles.</p> <p>Build a team to help you deliver content and support the programme as mentors.</p> <p>Develop the selection process to identify talented adult volunteers who will benefit from dedicated support and opportunities, to build a sustainable candidate pipeline across the County.</p> <p>Provide support and direction to Districts for selection and successful delivery of the development programme.</p> <p>Work with Districts to ensure participants in the development programme have the opportunity to deliver a tangible value</p>

adding deliverable, preferably linked to the 2023 vision. The opportunity could be a County deliverable.

Ensure each participant has a development plan and is provided with mentoring.

Identify appropriate roles and opportunities for participants to apply for during or following successful completion of the programme.

Ensure extended support is available as cohorts roll off the programme.

Keep track of outcomes so we can review and evaluate success.

Manage delivery within agreed budget.

Time commitment:

On average, 8 weekends (or part weekends) per year

Approximately 4 hours per week to attend meetings and events

Terms of appointment:

The appointment is for an initial term of 3 years (subject to annual review with the Deputy County Commissioner Growth and Development), with the potential for reappointment for a further period of time.

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

Equality

Scouting is committed to inclusion and diversity and do everything practically possible to create volunteering opportunities which are accessible and inclusive to all adults. The Scout Association has a robust Equal Opportunities Policy and believes that no person volunteering their services should receive less favourable treatment or suffer disadvantage due to their disability.

Person specification

Skills and abilities:

- Ability to lead, manage and motivate people in a voluntary environment.
- Ability to communicate effectively, orally and in writing.
- Ability to speak and present publicly in a clear, articulate and motivating way.
- Ability to effectively chair meetings.
- Ability to listen to others and counsel when necessary.
- Ability to coach and mentor.
- Ability to be assertive and cope with challenging situations.
- Ability to use technology, especially mobile email, to carry out a range of tasks (confident in Microsoft Word, Excel and PowerPoint).
- Ability to quickly assimilate a broad overall knowledge of Scouting's policies and structures.
- Ability and willingness to undertake the appropriate adult training requirements.

Knowledge and experience:

- Approachable at all reasonable times.
- Self-motivated.
- Flexible approach.
- Resourceful, energetic and enthusiastic about the role.
- Commitment to The Scout Association's Fundamentals.
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including travel.
- No envisaged barriers to obtaining enhanced disclosure.

Next steps and how to apply

The process of making a recommendation for appointment to the role will be undertaken by Nigel Ball, Deputy County Commissioner Growth and Development, Avon.

Please complete the online application form: <https://goo.gl/forms/bOZmoJ7spjG3Hqe73>

When completing the form please provide as much relevant information as possible as this will assist in considering who may be best suited for the role. Please refer to the role description and person specification to help us understand how you meet 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 Nigel Ball (Deputy County Commissioner) by telephone on 07545 808867 or by email at nigel.ball@avonscouts.org.uk

Nomination/Application deadline

All nominations must be submitted via the online form by Friday 15 February 2019.