



Role Description: Deputy County Commissioner (Growth)

Date: 1 November 2017

**Outline:** To support the County Commissioner in encouraging and supporting growth across the County. This will include:

- Understand, embrace and lead achievement of the plan to achieve County growth goals.
- Work closely with District Commissioners and relevant Growth facilitators to encourage, support and deliver growth in the Districts within their County.
- Collaborate closely with both the Assistant Regional Commissioner (Growth), the Regional Service Team and local growth and development staff to deliver growth (both retention and recruitment) through targeted projects and initiatives.

This role, in partnership with the County Commissioner and the Regional Service Team will support the Districts within the County to achieve the County growth goals.

**Responsible for:** No direct reports.

**Responsible to:** County Commissioner

**Main Contacts:**

Assistant Regional Commissioner (Growth), Other Growth or Development leads, within the East of England, County Commissioner, District Commissioners in the County, County Team, Local Growth Facilitators within the County, Regional Services Team, External stakeholder who support Scouting's Growth.

**Appointment Requirements:** To understand and accept The Scout Association's policies, have a satisfactory disclosure check, completion of Wood Badge, which includes the Manager and Supporter Modules as detailed in the Adult's Personal File and The Scout Association's Adult Training Scheme.

**Main tasks**

Work in partnership with the County Commissioner, Assistant Regional Commissioner (Growth) and the Regional Development Manager to:

- Develop, maintain and own the County Growth Strategy
- Raise the profile of growth across the County and energising District Commissioners, relevant County and District development volunteers and others to achieve growth. This will include energising and inspiring District Commissioners, DESCs and GSLs to believe in wanting as many young people as possible to join, and benefit from, the life changing adventure provided by Scouting.
- Support the County in through research and analysis to identify development needs and sustainable opportunities in all Districts in the County for growth/development

- Utilise Scout census data and ONS data to develop, agree and deliver the growth plan(s) across the County
- Support District Commissioners to appoint and induct new Local Growth Facilitators
- Provide active leadership, networking and support for Local Growth Facilitators, including tracking developments with other colleagues that would improve achievement of growth goals and the sustainability of new Sections.
- Work with the, Appointment Advisory Committees, County Training Manager and others to identify and un-block any barriers to growth (including, but not limited to, local appointments, training and programme support processes).
- Raise and support the awareness of the importance of quality programme delivery to support growth in all Districts within the County.

### **Personal specification**

- Have a good understanding of strategies and tools to achieve growth (and in particular the TSA growth strategy)
- Understand the importance of the quality of programme delivery and its impact on growth
- Be able to build a positive and active relationship with District Commissioners, Local Growth Facilitators, County Development Volunteers, Local Development Officers, the Regional Development Service and others engaged in supporting growth (through both retention and recruitment).
- Be enthusiastic and proactive and able to enthuse others.
- Able to travel across the County, or use communication technology and have the time necessary to undertake the role effectively.

### **Abilities, Skills and Experience**

#### **Essential**

- Friendly, approachable and a 'do-er'
- Passionate about bringing Scouting to more young people in a creative and proactive manner to engage, excite and enthuse young people and adult volunteers to deliver their plans.
- Organised and able to work on your own.
- Capable of interpreting the POR in a clear, concise and unambiguous manner.
- Capable of working under pressure.
- Able to communicate by telephone and email
- As a manager in scouting, you will be able to work flexibly to accommodate the dynamic and sometimes very demanding nature of a County Role
- Access to a PC and basic IT skills with regular access to email.

#### **Desirable**

- Previous project or development experience.

Note: This role contains all of the specification of the UK Scouting Role: Assistent County Commissioner (Growth)