



Role Description: Team District Commissioner (DC) (Programme, Perception and Growth)

Date: 1 August 2020

Important: The Team DC role is a modern way to share the responsibilities of the District Commissioner role between multiple people. All people appointed to the Team DC arrangement are peers and co-operate accordingly to deliver all of the requirements of the role. It is therefore essential that bearers of the role act appropriately within the remit of their defined responsibilities and maintain an exceptional relationship with the other role holders.

Outline: To manage and support the Scout District to ensure it runs effectively, and that Scouting within the District develops in accordance with the rules and policies of The Scout Association. To ensure the District provides good quality Scouting for young people and proactively supports and manages adults in the District with a particular focus on the programme and growth elements.

Key focus: The key focus for the Team DC (Programme, Perception and Growth) are:

- The 6-25 Programme
- District activities and events
- Recruitment and retention of adult volunteers and young people

Responsible for: The Team DC (Programme, Perception and Growth) is the line manager of the following appointments:

- District Youth Commissioners
- Assistant District Commissioner (Beavers)
- Assistant District Commissioner (Cubs)
- Assistant District Commissioner (Scouts)
- District Explorer Scout Commissioner
- District Scout Network Commissioner
- District Scouters who support Programme
- District Scout Active Support Managers
- Nights Away Advisers
- District Media Development Manager.

Responsible to: County Commissioner

Main Contacts: Team DC (People and Operations), County Commissioner, Deputy County Commissioner (Programme) Deputy County Commissioner (Growth) , Group Scout Leaders, District Explorer Scout Commissioner, District Scout Active Support Managers, District Scout Network Leaders, Assistant District Commissioners, members of the District Executive Committee and its sub-committees, members of the Regional Development Service, Local Development Officers other District Commissioners, members of the local community, schools and other youth organisations.

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

Individual

Provide line management and support to the adults in the District that directly report to you including setting objectives for their work and holding regular reviews and one-to-one meetings. (Roles detailed above)

Ensure that Scouting in the District is attractive to young people and adults from all backgrounds in the District.

Shared with Team DC (People and Operations)

Produce a vision for the District and implement a development plan to meet that vision.

Ensure that the District has an adequate team of supported and appropriate adults working effectively together and with others to meet the Scouting needs of the area.

Work with the County Commissioner and other District Commissioners in the County to ensure that the Scouting in the thrives.

More general day-to-day activities of this role:

- Recruiting, supporting and line managing the appropriate District Team (detailed above) members
- Oversight of adventurous and nights away permit schemes in line with District responsibilities
- Constant cycle of quality improvement to programme and support to section leaders via ADCs
- Support of new provision and growing existing provision
- Managing Scouting's appearance to the public and attracting talent

Personal specification

Personal qualities:

- An understanding of the needs of adult volunteers
- Flexible approach
- Self-motivated
- Able to work as part of a team and promote good teamwork
- Resourceful, energetic and enthusiastic about the job
- Acceptance of the fundamentals of the Scout Movement

Essential

- Ability to manage adults effectively
- Excellent written and oral communication skills
- Provides advice and guidance effectively to others
- Provides inspirational leadership for the District
- Provides strategic direction for the District
- Motivates adults volunteering in the District
- Can build, maintain and facilitate effective working relationships with a wide range of people
- Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team
- Ability to negotiate compromises
- Plans, manages and monitors own tasks and time
- Can construct and implement long-term plans that improve and expand the Scouting offered to young people, and identify any training, resources and other needs required to undertake this work
- Can use basic computer software

Desirable

- Understanding of the challenges of working in the voluntary sector
- Experience of working with young people and/or community work with adult groups
- Experience of working in the Scout or Guide Movements as an adult.