Role Description for Deputy County Commissioner – Transformation

Title: Deputy County Commissioner – Transformation

Outline: To work in partnership with the County Commissioner to ensure that local implementation of our Skills for Life strategy happens, restart scouting, return to ‘business as usual’ and prepare for changes that will be released over the coming 2 years..

**Responsible to:** County Commissioner

**Responsible for:** Transformation Team

**Main contacts:** County Commissioner, County Youth Commissioners, Deputy County Commissioners, District Commissioners, County Chair

**Appointment Requirements:** Must successfully complete the appointment process(including acceptable personal enquiries and acceptance of The ScoutAssociation’s policies).During the five months of Provisional Appointment the relevant Getting Started modules, Safety, Safeguarding and GDPR training must be completed. A Wood Badge must be completed within three years of full appointment.

It is expected that whilst volunteering for this role you will undertake regulated activity.

**Main tasks**

Alongside fellow key volunteers as Transformation Lead you will help Norfolk to understand, explain and plan the changes to come. Key tasks include:

* Taking ‘big picture’ plans and helping make them work in a local context – considering local timelines, commitments and communications channels
* Supporting members in Norfolk to connect the dots about what the changes mean to them
* Helping shape future support for the Movement by feeding back what’s working and what’s not
* Join a monthly call with UK HQ ( lasting about an hour) to feedback on how things are landing locally, any challenges encountered, areas for improvement and best practice
* Set aside time on a regular basis to be the go-to person for change in Norfolk

**Personal Qualities**

Transformation leads will be expected to:

* Openly contribute their views and ideas
* Be courageous and comfortable when talking about the importance of change
* Put themselves in other people’s shoes
* Be patient and flexible when unforeseen obstacles pop up
* A bright outlook and can do approach to the role
* Be a trusted, calming voice

**Qualities required**

* Ideally will have led change before in a volunteer or professional capacity( training will be provided by UK Headquarters in managing and delivering change if required by the successful candidate)
* Assemble and work with a small team to plan for and lead the change, which will include planning, attending and speaking at local events
* Accept the rules and policies of The Scout Association
* Accept The Scout Association’s purpose, method and values
* Be an effective member of the Norfolk Senior Management Team

**Support from HQ**

* Regular communication with Transformation Leads and keep County and Regional Commissioners updated
* Provide Transformation Leads with practical tools to help them in their role, in the form of presentations, talking points, documents and other materials that can be used directly and/or adapted for local use
* Provide further training and support in response to emerging needs

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