

# Lead and shape the future of Scouting in Central Yorkshire

Central Yorkshire

Volunteering Development Team  
Leader

Volunteer Vacancy Pack

## Introduction

It is an exciting time to be involved in Scouting, as we progress our Transforming the Volunteering Experience journey to change the way we volunteer to enhance and deliver skills for life to young people.

As **County Volunteering Development Team Leader**, you will take the lead in creating and shaping the Volunteering Development Team. You will be joining a team of talented Team Leaders of our other Key areas – Programme and Support focused volunteers who are all passionate about bringing a brilliant Scouting experience to our Adult Volunteers.

The role of County Volunteering Development Team Leader is a demanding one, but we believe that it is critical to our success as well as being a highly rewarding challenge for the right volunteer. We are looking for individuals who can lead and inspire their team by being a great coach, critical friend and motivator.

This is a senior manager role within Central Yorkshire Scouts and comes with significant responsibilities. It also offers a unique opportunity to make a real impact on the lives of our Adult Volunteers in our County through building, nurturing and leading a team to deliver our shared vision. This role provides the opportunity to be at the forefront of our continued success within Central Yorkshire Scouting.

## How to apply or nominate someone

### Application process

You can **apply for the role yourself using the application form** or **nominate someone else using the nomination form**.

Nominated people are under no commitment to apply unless they wish to.

### For more information

For more information on the role or for an informal chat please contact:

Alison Fell, Transformation Lead

Email: [alison.fell@cycscouts.org.uk](mailto:alison.fell@cycscouts.org.uk)

## Why would I want to volunteer as a County Volunteering Development Team Leader?

**We're looking for someone who gets excited making sure all volunteers in the County have a fantastic volunteering experience.**

They make it easy for people to join and learn new skills.

Together our volunteering development team looks after:

- Supporting the County team to be aware of reflect on Our Volunteering Culture
- Attracting and welcoming new volunteers to the County team
- Making sure volunteers are well supported
- Helping volunteers with learning

You enjoy:

- Mentoring and developing others
- Identifying and recruiting volunteers to fill key roles
- Ensuring our volunteers are rewarded
- Making sure volunteers have a great volunteering experience You're great at
- creating networking opportunities
- finding skilled people to help provide training opportunities

Whilst volunteering as a County Team Leader can be challenging at times, it is also incredibly rewarding. You will be able to really develop and hone your leadership skills by managing a team of volunteers across the breadth of Central Yorkshire. Leading and managing volunteers provides so much more opportunity and experiences than with employees, what you can gain by doing this really well can be a **great asset for your professional life** as well as in Scouts. The issues and challenges that you find ways to tackle will stretch you as an individual and as a leader and you'll find yourself **discovering new things that you are capable of achieving.**

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then the County Programme Team, Leader role definitely provides all of that.

And if you're reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, ask yourself if not me, then **who? If not now, then when?**

We welcome applications from all members of Central Yorkshire Scouting and beyond. Age and experience are no barrier, we will provide support, guidance and learning opportunities for the successful candidate. We especially welcome applications from young people (1825) and from BME communities. We are committed to Equity, Diversity and Inclusion in everything we do.

## The role – County Volunteering Development Team Leader

### Purpose

The County Volunteering Development Team makes sure all volunteers in their County have a fantastic volunteering experience. They make it easy for people to join and learn new skills.

### Who's in the team

- Volunteering Development Team Leaders
- Volunteering Development Team Members

Other volunteers are automatically members of this team because of their roles in Scouts:

- Team Leaders of any County Volunteering Development Team sub-teams. For example, Awards and Recognition

### Team Tasks for the whole team

Support all County Teams to be aware of, and reflect on, Our Volunteering Culture.

### Allocated tasks

Attract and welcome new volunteers to County teams:

- Use Scouts branded resources to attract new volunteers and show that Scouts is inclusive and open to all.
- Reply quickly and positively to possible new volunteers.
- Make sure new volunteers are welcomed easily and smoothly, including supporting volunteers to share any reasonable adjustments they may need.
- Introduce new volunteers to District Lead Volunteers and members of County Teams.

Make sure volunteers are well-supported:

- Support all County Teams (including District Lead Volunteers) to follow our approach to equity, diversity and inclusion, safer volunteer recruitment, joining, reviews, and processes for leaving Scouts.
- Help and encourage County Team Leaders to regularly check in with their Team Members to make sure they're enjoying volunteering.

Help volunteers with learning:

- Make sure volunteers across the County can access relevant Managers and Supporters training.
- Help volunteers find and engage in opportunities for learning and development.
- Coordinate Scouts learning that needs to be delivered by an accredited Trainer – including organising and supporting the Trainers.

- Use learning delivery materials developed by Scouts (such as training sessions, workshops, activities, and so on), and make changes (when necessary) so activities are accessible for everyone.
- Help volunteers connect across the County and beyond to learn, share best practices and overcome shared challenges.
- Set up learning opportunities with external organisations (if relevant and helpful).
- Support and recognise volunteers for their prior learning and experiences, and credit this in their records.
- Learn from people in other Volunteering Development Teams.

### **Recognise volunteers:**

- Recognise and appreciate volunteers for their brilliant work, formally and informally

### **Other responsibilities**

There are a number of accreditations which can be given to share specific responsibilities.

We expect that members of this team will take part in regulated activity.

### **What skills and experience do you need?**

#### **Skills and abilities (and deputisations)**

- Ability to organise, lead and motivate a group of volunteers to take action and get things done.
- Ability to speak and present publicly in a clear, articulate, and motivating way.
- Ability to effectively chair meetings both face to face and via online platforms.
- Ability to be assertive and cope with challenging situations.
- Ability to use digital technology well, including Microsoft Office programs (Word, Excel, PowerPoint) as well as email and online digital platforms including mobile apps such as WhatsApp, Zoom, Teams etc for virtual meetings.
- Ability to communicate well, orally and in writing.
- Ability to listen to others and counsel when necessary.

#### **Knowledge and experience**

- Experience of the effective management and leadership of volunteers.
- Experience of strategic management in a professional or voluntary capacity.
- Experience of managing adults across a wide geographical area and from various backgrounds.
- Recent experience in a leadership role within Scouts would be highly advantageous, particularly as a Senior Leader at District or County Level
- Knowledge and experience of what we do in Scouting to deliver programme to young people. **Personal qualities**
- To create followers amongst other volunteers in Scouts by being Inspirational, energetic, and enthusiastic about the role.

- Open to new ideas and motivated to deliver change.
- Approachable at all reasonable times.
- Committed to the Values and Fundamentals of Scouts
- Committed to your own personal development.
- Self-motivated.
- Willing and able to travel to attend meetings and events as required.

### **How we'll support you**

Whatever your background, we'll make sure you're supported and enjoy volunteering. We'll cover expenses and other adjustments where we can. We will also help you develop your own skills. This is a fantastic team if you are looking for experience volunteering across the region and to develop your leadership skills. Don't worry if this is new to you, we'll pair you up with a mentor.