



# Chief Volunteer for International

**UK Leadership Team  
Volunteer Vacancy Pack**



# Contents

Introduction to the UK Leadership Team	3
How to apply or nominate someone	3
About the role	5
Key dates	7
What we are looking for?	8
What is a Brilliant Leader at Scouts?	9
UK International Team	10
UK Leadership Team	11
More information about Scouts	12
Map of UK Scouting	13

# Introduction to the UK Leadership Team

It is an exciting time to be involved in Scouting as we continue our current strategy to prepare better futures and deliver skills for life to young people who want to access Scouting, whilst looking to the future and our next strategy for UK Scouting.

We are looking to identify an enthusiastic and talented individual who can lead and support the UK's work internationally as part of the worldwide family of Scouting, interacting and establishing key relationships with the World Organisation of the Scout Movement (WOSM) at both European and World level as well as with other national Scout organisations globally.



**Carl Hankinson**  
**UK Chief Volunteer**

We are looking for individuals who can lead and support by being a great coach, critical friend and motivator to get the best from the people our team is here to support. Joining the team now provides the opportunity to be at forefront of our continued success within Scouting and demonstrated UK Scouting's commitment and passion for being part of the worldwide movement.

It is my ambition to create the best possible team to lead UK Scouts, and I believe that we will do that by inviting and involving volunteers from different walks of life with different experiences, different skills and perspectives. **So at this time we are really keen to provide opportunities for people to develop their skills, interests and experience in Scouting in a supportive and enjoyable way.** *You do not need years of experience in Scouts or in life, we are looking to identify volunteers with potential and enthusiasm for what we are here to achieve together for young people who we can help develop along the way.*

Read on to find out more about how you or someone you know could get involved – give it a go, apply yourself or nominate someone you know today!

# How to apply or nominate someone

## Process

Thank you for your interest in volunteering as the Chief Volunteer for International. On the following pages you will find more information about the role, as well as what the team is all about and what's in it for you as a volunteer joining us.

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. Apply or nominate online:

[Apply yourself](#)

[Nominate someone else](#)

A search group has been put together to oversee this process and will review all applications and nominations in order to make decisions as to who to invite to attend an interview process.

## Key dates

The closing date for applications is **Tuesday 1 October 2024 at 09:00**.

The interview process will take place on Sunday 20 October 2024, at Gilwell Park, London, E4 7QW.

## Further information

For more information, or for an informal chat about the role, please contact **Carl Hankinson**, UK Chief Volunteer at [carl.hankinson@scouts.org.uk](mailto:carl.hankinson@scouts.org.uk) or **Sam Morris**, Chief Volunteering Officer at [sam.morris@scouts.org.uk](mailto:sam.morris@scouts.org.uk).

## Search Group

The search group undertaking the process to identify a new Chief Volunteer for International is comprised:

- Carl Hankinson, UK Chief Volunteer
- Sam Morris, Chief Volunteering Officer
- Anne Whiteford, WOSM Honours and Awards Committee Member
- Allan Simpson, Deputy District Commissioner, Cumbria, WOSM Team Lead, Impact of Scouting
- Hannah Paveley, International Rep Pool Member
- Luke Patterson, International Rep Pool Member

We are particularly keen to hear from applicants who are underrepresented in our leadership roles including people from Black, Asian and/or minority ethnic backgrounds and women, as well as people with lived experience of supporting less affluent young people and communities.

# About the role:

## Chief Volunteer for International

*(known internationally as the International Commissioner for the United Kingdom)*

**Purpose of the role:** Provide strategic volunteer leadership for both UK Scouting's international relationships with the World Organisation of the Scout Movement, National Scout Organisations worldwide and Scouting's international partner organisations; and the UK's approach to delivering the international component of our Scout programme for young people.

Operationally play a senior leadership role in the forming and management of our UK contingents to World and European events ensuring that learning from previous events and agreed methods for ensuring effective governance and delivery of these contingents is fully implemented.

Provide leadership for the various teams and functions that operate the international services and support for UK Headquarters within UK Scouting and internationally including our International Rep Pool, International Support Team and international endorsements process.

**Appointed by:** UK Chief Volunteer (working with a selection panel on behalf of the UK HQ Volunteer Support Team)

**Responsible to:** UK Chief Volunteer

**Responsible for:**

- UK International Team
- UK Contingents Team Leader
- UK International Support Team Leader
- Lead Volunteer for British Overseas Territories
- Lead Volunteer for British Scouting Overseas

**Key staff partner(s)**

- Chief Volunteering Officer
- Head of Volunteering Services *(for international relations with other NSOs and WOSM)*
- Head of Volunteer Support & Events *(for World Event attendance and UK Contingents)*

**Main contacts:**

- UK Leadership Team (UKLT)
- UK Headquarters staff
- UK Executive Leadership Team (ELT)
- UK Board of Trustees
- UK Headquarters Operations and Strategy & Transformation Directorates Leadership Team
- Members of the Strategy & Transformation and Operations Directorates Leadership Team (DLT)
- Regional Lead Volunteers in England
- Volunteer and Staff Leads/Advisers in the Scottish, Welsh and Northern Ireland Headquarters teams
- Chair of Events & Contingents Subgroup
- Chair of Strategy & Delivery Committee

**External contacts:**

- International Commissioners of other National Scout Organisations in the European Region and worldwide
- World Organisation of the Scout Movement volunteers and staff
- International Commissioner of Girlguiding UK

**Key tasks:**

- Build, motivate and coach an effective International volunteer leadership team that provides proactive services and support to our membership, working in partnership with the Head of Volunteering Services and other key staff partners.
- Work in partnership with the Chief Volunteering Officer and UK Headquarters staff to lead the formation and delivery of the UK contingents to attend World and European events, including the World Scout Jamboree, World Scout Moot and Roverway.
- Provide strategic leadership and co-ordination of Headquarters external international activities and build strong relationships with relevant volunteers and staff from World Organisation of the Scout Movement and other National Scout Organisations.
- Establish and maintain an effective working relationship with the Chair and Committee of the European Scout Region, and the Chair and Committee of the World Scout Committee to ensure that the UK has a voice in the decision making of World Scouting and can play an active part in contributing as part of our worldwide Scouting family.
- Ensure that the UK International Team plays an active role in shaping the international component of our youth programme, including Explorer Belt, by working collaboratively with the UK Programme Team.
- Ensure that the UK maintains close relationships with Scouting's international partner organisations, including Kandersteg International Scout Centre, Friends of Scouting Europe, the World Scout Foundation and the Commonwealth.
- Lead the UK's delegation to European and World Scout Conferences (and other international conferences, such as the International Commissioners' Forum as appropriate)
- Contribute as a member of the UK Leadership Team at meetings and other national events, and where appropriate represent UK Scouts at public events.
- Maintain highly effective working relationships with UK Headquarters volunteers and staff.
- Lead the creation of, and contribute to, where appropriate, national policy developments.
- Coach and mentor International Team volunteers to ensure we develop potential across our volunteer teams.
- Meet with volunteers and staff colleagues on a regular basis to review operational matters, as required.
- Contribute as a voting member of the UK Strategy & Delivery Committee (a sub-committee of the UK Board of Trustees)

**Time commitment:**

On average, 12 weekends (or part weekends) per year, approximately half of which will be in central London or Gilwell Park. In addition, six to eight hours per week to manage communications and attend meetings remotely. Approximately five days mid-week per year, for face to face meetings, may be required (more in years where a World event or conference takes place).

**Terms of appointment:**

The appointment is for an initial period of three years (subject to annual review with the UK Chief Volunteer), with the potential for re-appointment for a further period. This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with Scouts Expenses Policy will be paid. The applicant must become a member of The Scouts including successful conclusion of our National Vetting Process and making the Promise.

**Key dates requiring attendance by the Chief Volunteer for International:**

Meeting/Event	Date	Location	Attendance
<b>2024</b>			
UK Leadership Team Meeting	29/11 – 1/12	Gilwell Park	Ideally Must
European International Commissioners Forum	5-8/12	Malta	Ideally Must
<b>2025</b>			
Summit 25	24/01 - 26/01	Birmingham	Should
UK Leadership Team Meeting	28/02 - 02/03	Gilwell Park	Must
Strategy & Delivery Committee	26/04	Windsor	Must
A Day of Celebration & Achievement	27/04	Windsor	Must
UK Leadership Team Meeting	06-08-06	Gilwell Park	Must
European Scout Conference Training Day	05/07	Gilwell Park	Must
European Scout Conference	19/07 – 23/07	Vienna	Must
The Scout Association AGM	September TBC	Gilwell Park	Should
UK Leadership Team Meeting	05-07/12	Gilwell Park	Must
<b>2026 – Dates TBC</b>			
<b>2027</b>			
World Scout Jamboree	30/07 – 08/08	Gdansk, Poland	Should TBC
World Scout Conference	November 2027 (exact dates TBC)	London	Must

# What we are looking for?

## You are able to:

- Lead, manage and support volunteers at a distance in a voluntary environment, ensuring volunteers feel inspired and motivated
- Proactively contribute to strategy development and the identification of practical actions to deliver agreed strategic goals
- Deliver results against an agreed set of objectives and plans
- Communicate effectively, in writing and orally with the ability to speak and present publicly in a clear, articulate and motivating way and with non native-English speaking audiences
- Be a strong advocate for Scouting by mobilising and motivating people to get engaged and involved so as to deliver skills for life to more young people
- Work in true partnership with UK Headquarters volunteers and staff in line with the Volunteers and Staff Working Together Policy
- Mentor and coach volunteers, identifying and developing potential
- Listen to others and counsel when necessary, but be assertive and cope with challenging situations in line with the Values of Scouting
- Effectively chair meetings ensuring that business is conducted effectively and efficiently
- Make effective use of technology (e.g. Office 365, remote meeting technology, etc.) and social media
- Quickly assimilate a broad overall knowledge of Scouting's policies and structures
- Undertake the appropriate adult volunteer learning requirements

## You have the following:

- Knowledge of UK and World Scouting including its Purpose, Method, Values and structure
- Experience of effectively leading, managing and coaching volunteers
- Experience of strategic management in a professional or voluntary capacity
- Experience of managing volunteers across a wide geographical area
- Experience of mentoring and/or coaching individuals to develop and realise potential
- Experience of international Scouting projects and activities
- Experience of or formulating proposals for consideration by the Board of Trustees, Committees and/or Teams with the ability to articulate the key points at meetings, as appropriate

## You have the following characteristics:

- Approachable at all reasonable times
- A demonstrable commitment to the Fundamentals of Scouting
- Sufficient time available for the role, including mid-week and weekend engagements, sometimes including extensive travel within the UK and internationally to attend key meetings and events representing UK Scouts
- No envisaged barriers to obtaining an enhanced disclosure through the DBS scheme
- Be a current member of The Scout Association or be willing to become one



# What is a Brilliant Leader at Scouts?

## 1: Brilliant Leaders collaborate to create impact for young people

- Understand what's important to young people and how their team helps this to happen.
- Strong understanding of the current realities of local Scouting.
- Create effective working relationships across HQ and beyond to deliver our goals.
- Know their customers and hold themselves accountable to meeting their needs.
- Are network builders who cultivate new connections that add value to Scouts.



## 2: Brilliant Leaders inspire and support our people to thrive

- Have a clear and compelling purpose for themselves and their team.
- Are self-aware, manage their energy effectively and role-model self-care.
- Take great care of people, supporting mental and physical health.
- Recognise and reward positive behaviours and high performance.
- Enable people to enjoy being a part of our organisation.

## 3. Brilliant Leaders are advocates for equity and inclusion

- Actively listen to and centre diverse voices.
- Create a psychologically safe and inclusive environment where everyone feels secure, respected, and valued.
- Recognise and take concrete steps to address privilege, power and bias in themselves as individuals and in our movement.
- Are role models for continuous learning; giving and receiving challenge while creating safe and brave spaces for colleagues to learn together.
- Make sure that their behaviour is underpinned by our values.

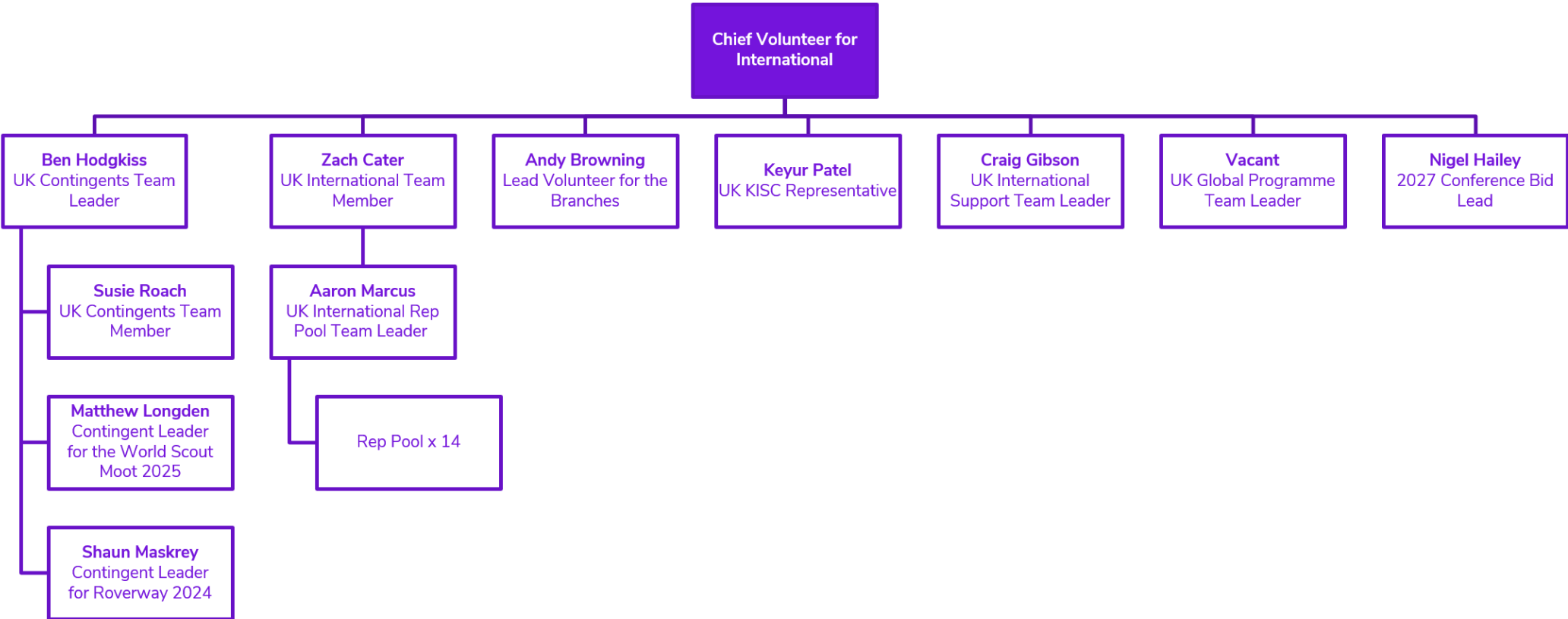
## 4. Brilliant Leaders are great at getting things done

- Are adaptable – agree clear objectives but change in line with circumstances.
- Work in an agile way, constantly learning, iterating. and achieving results at pace.
- Dynamically manage risk, calmly leading others through periods of change or crisis.
- Trust people to do the right thing and deliver.

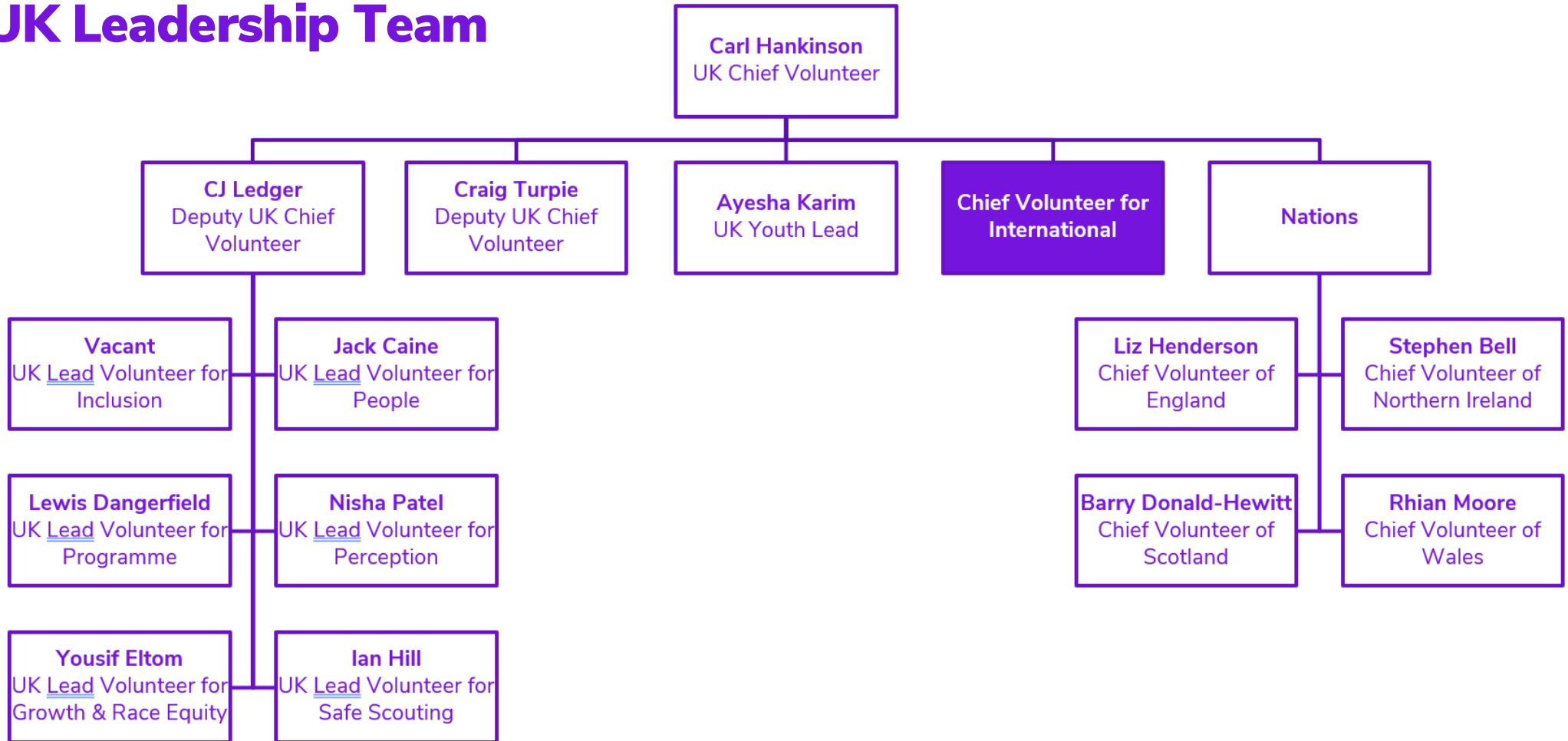
## 5. Brilliant Leaders are forward thinking users of digital and data

- Use data and insights to drive decision-making.
- Understand and deploy user-centred design principles in development work.
- Are digitally literate and committed to making best use of digital to do things better.
- Encourage innovation and welcome disruptive thinking.
- Create a culture of active learning, spotting, and responding to future trends in the world beyond Scouts.

# UK International Team



# UK Leadership Team



The UK Leadership team consists of volunteers who provide leadership and support to our membership across the UK and British Scouting Overseas. This is an active team with many new members, some of which are in their first national role. We work closely together and support each other. This ensures we enjoy what we do and get things done. We meet virtually (four times a year) and in London (four times a year). Members attend some committees and meet with their own team or multiple teams together to get our work done. We work closely with staff colleagues and large numbers of volunteers.

This is an exciting time for Scouts. Young people need us now more than ever. We need to deliver excellent support to our volunteers and transform Scouts so it remains exciting and relevant for all young people and volunteers. This will ensure our membership reflect UK society. Of course, all this can only be achieved by us acting with integrity, leading well and living by our Scout values.

# More information about Scouts

Click on the links below to read more about Scouts, our key policies and our Skills for Life strategy to 2025

- [What Scouts do](#)
- [Skills for Life – our strategy to 2025](#)
- [About volunteering with Scouts](#)
- [Our rules and key policies](#)
- [World Organisation of the Scout Movement \(WOSM\)](#)

# Map of UK Scouting



## Nations/Regions

- North**
  - North East England
  - North West England
- Midlands**
  - East Midlands
  - West Midlands
- London & East**
  - Greater London
  - East of England
- South**
  - South East England
  - South West England
- Northern Ireland**
  - North
  - East
  - South
  - West
- Scotland**
- Wales**

Copyright © 2024 The Scout Association  
 Reg Charity No 306101 (England and Wales) & SC038437 (Scotland)

There are also UK Scout Groups in a number of countries in Europe, the Middle East and the Far East. We also have the following UK Branches: Anguilla, Antigua and Barbuda, Bermuda, British Virgin Islands, Cayman Islands, Gibraltar, Montserrat, Solomon Islands, St Kitts and Nevis, Tonga, Turks and Caicos Islands, Tuvalu, Vanuatu.