

A photograph of three children in a forest setting. In the foreground, a campfire with bright orange and yellow flames is burning. Three children are standing around the fire. On the left, a boy in a dark grey jacket with a pink hood looks towards the center. In the middle, a boy in an orange hoodie and a blue and yellow striped neckerchief holds a large, split log. On the right, a girl in a pink jacket and a blue and yellow striped neckerchief looks towards the boy with the log. The background shows a wooden structure and trees in a forest.

Lead and shape the future of British Scouting Overseas

**British Scouting Overseas
Area Lead Volunteer**

Scouts
British Scouting
Overseas



Contents

- Introduction to Team BSO 3
- How to apply or nominate someone 4
- The role – Area Lead Volunteer (Area Commissioner) 5
- The current vacancy 7
- Core Skill Areas 8
- Person specification 9

Introduction to Team BSO

Northern Europe District

Southern Europe District

Middle East District

Rest of the World District

Welcome to Team BSO (British Scouting Overseas), where we're embarking on an exhilarating journey to empower the next generation through our Skills for Life strategy. Our mission is to shape brighter futures and equip young individuals in Scouting with invaluable life skills.

At the heart of the BSO lies the pivotal role of the Area Lead Volunteer (previously called Area Commissioner). As the guiding force, you'll spearhead the BSO Leadership Team, inspiring and mobilising volunteers to provide exceptional experiences and life-enriching skills to our youth. Your mandate includes ensuring a well-organised and adequately staffed Area team capable of delivering outstanding programmes.

Your pivotal responsibility involves implementing the Area's [2018-25 Strategy](#). You will be rallying Area, District and Group Lead Volunteers and their teams to align with its objectives. This entails motivating and supporting volunteers to achieve the Growth, Youth Shaped, Community Impact, and Inclusivity targets outlined in our strategy.

As the leader of the BSO Team, you will bolster Scouting throughout the Area by nurturing volunteer development, enriching section programmes, and providing operational support. Additionally, you'll maintain a vibrant volunteer cohort in the Explorer and Network sections, establishing a well-regarded 14-24 provision within our multiple international communities. Leading a team of dedicated volunteers passionate about delivering exceptional Scouting experiences to every young person is at the core of this role.

Aligned with the UK Scouting [Transformation program](#), BSO is structured into six integral areas:

1. Area Leadership Team including District Lead Volunteers- Inspires and motivates.
2. Area Trustee Board - Ensures effective governance.
3. Area Programme Team - Orchestrates and coordinates Area events.
4. Area Volunteer Development Team - Offers robust support to all volunteers.
5. Area Support Team - Facilitates smooth operations by providing essential resources and tools.
6. 14 to 24 Team - Offers support to Explorer and Network sections.

The Area Lead Volunteer role is demanding yet profoundly rewarding. We are looking for an individual who can lead, inspire, and mentor teams effectively. This senior managerial position carries significant responsibilities but also offers a unique chance to influence the lives of every young person across the whole of British Scouting Overseas. It's an opportunity to champion our shared vision by nurturing and leading a team to make a genuine impact.

How to apply or nominate someone

Process

Thank you for your interest in volunteering as Area Lead Volunteer (previously called Area Commissioner) for British Scouting Overseas. 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 to make decisions as to who to invite to attend the selection stage of this process.

Key dates

The closing date for applications is **09:00 on Wednesday 1st May 2024**

Interview dates: **Week commencing 3rd June 2024**

Further information

For more information, or for an informal chat about this vacancy, please contact either

Callum Kaye: UK Chief Volunteer for International

Callum.Kaye@scouts.org.uk

Jon Gill: Outgoing District Commissioner Rest of the World District and search team lead.

Jon.Gill@britishscoutingoverseas.org.uk



The role – Area Lead Volunteer (Area Commissioner)

Outline:

To manage and support British Scouting Overseas to ensure it runs effectively and develops in accordance with the rules and policies of The Scout Association so that that the Area provides good quality Scouting for young people and proactively supports and manages adults in the Area.

Appointed by: UK Chief Volunteer for International

Responsible to: UK Chief Volunteer for International

Responsible for: BSO Area Lead Volunteer Team, District Lead Volunteers, Area Youth Lead Volunteer, Area Learning Lead, Area 14-24 Lead, Area Transformation Lead and all other Area appointments as deemed necessary

Main contacts: As above plus UK Chief Volunteer for International and Area Chair plus Board of Trustees

Terms of appointment:

- The appointment will be initially for 3-year period, with the potential for further extension following review.
- The appointed volunteer is required to be (or become) a member of The Scouts and complete relevant training (Wood Badge) within 3 years of appointment.
- The appointee must be eligible for charity trustee status and cleared to undertake regulated activity.
- As travel to the different countries across BSO may be required, the appointed volunteer should have a valid passport & travel permission from the time of application

Key tasks:

- Ensure the delivery of a balanced programme throughout the Area
- Ensure the provision of safe Scouting across the Area. This will include DBS compliance monitoring and those new adults attain the Getting Started modules within the first five months of their appointment.
- Continue to develop and implement [The BSO Area 2018-25 Strategy](#)
- Provide line management and support to adults in the Area who directly report to the ALV.
- Ensure that BSO has an adequate team of supported and appropriate adults working effectively together to meet the needs of BSO.
- Ensure that issues within the Area are resolved so that quality Scouting is provided to young people.
- Work in partnership with the Area Trustee Board to ensure objectives contained within the Area Strategy are achieved.

Appointment requirements:

- The Area Lead Volunteer is required to validate the learning for our manager and supporter volunteer training scheme, completion of which is recognised through the achievement of a Wood Badge for the Area Lead Volunteer role. As the key leadership position within BSO we expect new Area Lead Volunteer to set a strong example and complete this required training within their first year.
- The Area Lead Volunteer must be eligible for charity trustee status (as a member of the Area Trustee Board).
- It is expected that whilst volunteering for this role you will undertake regulated activity.
- The Area Lead Volunteer is also expected to actively contribute as a member of Team UK, this includes attending team meetings.

**Terms of
appointment:**

The initial length of appointment is at the discretion of the UK Chief Volunteer for International through discussion with the appointee and is usually for a period of one to three years initially before a formal appointment review. The Area Lead Volunteers may complete no more than a total of ten years in the role. Renewal and continuation of appointment is at the discretion of the International Lead Volunteer and appointment reviews may be conducted at any time at the request of the role-holder and/or UK CV for International.

Note: Many of the tasks for which the Area Lead Volunteer is responsible may be delegated to others in the Area Teams. Whilst the new appointee will inherit an existing team of volunteers in key Area appointments, it is expected that the new Area Lead Volunteer will review and reorganise their team's objectives and roles as they see fit.

The current vacancy

We are currently looking for an Area Lead Volunteer (previously called Area Commissioner). This is a senior management role, and we need someone who can provide leadership, motivation and guidance to our other adult volunteers. The management structure of Scouting is as follows:



The Area Lead Volunteer will support volunteers and other managers forming the Area team, who in turn support the Lead Volunteers of the four Districts and their respective teams.

These Districts are currently: -

Northern Europe
Southern Europe
Middle East
Rest of the World

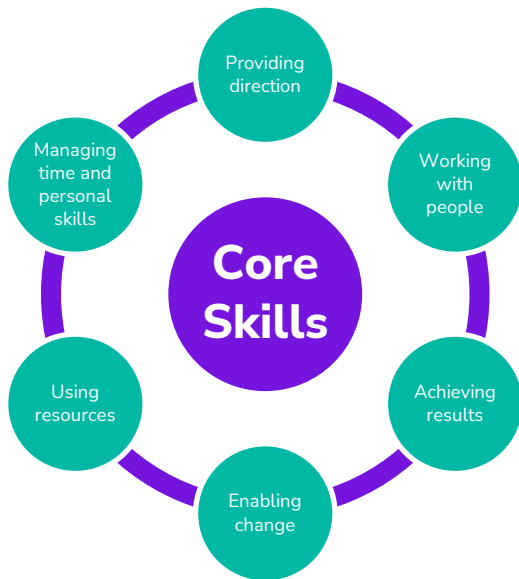
Adults at every level need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks other volunteers for their hard work and helps to make sure that they feel happy and supported, week after week.

The Area Lead Volunteer will also provide direction for the whole Area across the four Districts and will help others see the bigger Scouting picture through solid leadership. We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management.

In British Scouting Overseas, there are several key tasks and activities which are carried out by the Area Lead and the Area's volunteer leadership team which would form part of the role and fall within the new Area Lead Volunteer's scope to review, adapt and delegate accordingly. Some of these are carried out by the current Area Lead Volunteer and some are delegated to other team members. The important point here is that we don't expect the Area Lead Volunteer to be a super-hero and do all of this or devote every hour of the day to the role. You will have the support of a sound Trustee Board and the existing Area teams.

Core Skill Areas

We've identified six core skill areas that make a good Scouting manager:



1. Providing direction

A good Lead Volunteer will create a vision for Scouting in their Area and provide clear leadership to implement that vision.

2. Working with people

It is vital that the Area Lead Volunteer can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

3. Achieving results

A Good Area Lead Volunteer will ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scout Districts and Scout Groups. Forging links within our local international communities is also an important aspect of development.

4. Enabling change

It is important for the Area Lead Volunteer to encourage volunteers to think of creative ways to improve Scouting across the Area. They should then provide the support to implement appropriate changes.

5. Using resources

A good Area Lead Volunteer will ensure that information and resources are available, helping volunteers across the Area to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good Area Lead Volunteer should use their time effectively and be willing to continue to learn and improve their skills.

Person specification

Knowledge and experience:	
Ability to lead, manage and motivate people in a voluntary environment.	Essential
Understanding of the challenges of working in the voluntary sector, across multiple countries following the rules of UK Scouting while complying with local laws and regulations.	Desirable
Experience of working with young people and/or community work with adult groups	Desirable
Experience of volunteering in a manager/supporter role in Scouting (e.g. Group Scout Leader, Deputy or Assistant District Commissioner or another District/Area role)	Desirable
Skills and abilities:	
Excellent ability to communicate effectively, orally and in writing including ability to speak and present publicly in a clear, articulate and motivating way	Essential
Ability to provide advice and guidance effectively to others	Essential
Ability to provide inspirational strategic leadership for the Area	Essential
Ability to contribute to strategy development and identify practical actions to achieve strategic objectives.	Essential
Ability to effectively chair meetings.	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Ability to enable others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time and understands the additional complexities posed by multiple time zones in BSO.	Essential
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. To facilitate the strategic growth of the district	Essential
Ability to use technology, especially mobile email, to carry out a range of tasks (confident in Microsoft Word, Excel and PowerPoint). Use technology to communicate face to face across multiple countries and time zones as necessary across BSO.	Essential
Personal qualities:	
An understanding of the needs of adult volunteers, recruited across the many countries in which BSO operates.	Essential
Flexible approach	Essential
Self-motivated	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic and enthusiastic about the job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential