

A photograph of three young Scouts in a forest. In the foreground, a campfire with bright orange and yellow flames is burning. Three Scouts are standing around the fire. On the left, a boy in a dark blue jacket looks towards the center. In the middle, a boy in an orange jacket holds a long wooden stick and gestures with his hand. On the right, a girl in a pink jacket looks towards the boy in the orange jacket. The background shows a rustic wooden structure and trees.

Lead and shape the future of Scouting in Jersey

**Island Commissioner
Volunteer Vacancy Pack**



Scouts
Team England

The role - Island Commissioner

Outline:

The Island Commissioner is a key volunteer leadership role within Scouting with responsibility for providing outstanding management and support for the island team and the 7 groups. The primary focus for the Island Commissioner is to ensure that Scouting is able to reach every young person on Jersey; open to all regardless of faith, colour or social background, because we believe Scouting has the ability to change lives. This is achieved by leading the team of 6 Group Scout Leaders, and other island appointments as well as working with the Regional Services Team (employed staff) to provide enough places to meet the demand for Scouting, and by ensuring that every youth member has access to a high-quality balanced programme that is challenging, relevant and rewarding.

- Appointed by:** Regional Commissioner for Southwest England, via a search group process responsible to the UK Headquarters Appointments Advisory Committee
- Responsible to:** Regional Commissioner for Southwest England
- Responsible for:** Island Youth Commissioner, Deputy Island Commissioners, Transformation Lead, Island Training Manager, and all other County appointments, however it is expected that line management for other roles are delegated to Deputies/Assistants.
- Main contacts:** Island Youth Commissioner, Deputy Island Commissioners, Transformation Lead, Island Chairman, members of the County Executive Committee and its subcommittees, Island Training Manager, Island Scout Active Support Managers, members of the Regional Services Team, other County Commissioners in the Region, Chief Commissioners of England, members of the local community, schools and other youth organisations on Jersey.
- Key tasks:**
- Ensure that every Squirrel Drey, Beaver Scout Colony, Cub Scout Pack, Scout Troop, Explorer Scout Unit and Scout Network within the County is able to deliver a high-quality programme which is challenging, relevant and rewarding for every young person
 - Provide proactive line management, including coaching, mentoring and guidance to Group Scout Leaders as well as other adult volunteers in the island team who directly report to you including setting objectives for their work, holding regular one-to-one meetings and reviews.
 - Build and maintain a sense of Island team by holding regular team meetings with the Group Scout Leaders, Deputy and Assistant Island Commissioners, Training Manager and other appropriate volunteers within your island team to collaborate and provide peer support.
 - Lead a safe, open and transparent culture around keeping young people and adults safe through our Yellow Card and key policies.
 - Ensure the timely recruitment and appointment of new Group Scout Leaders where required and ensuring that interim arrangements are put in place for any vacant posts.
 - Together with the Group Scout Leaders, agree the priorities for the Island and produce a plan to deliver these to meet The Scout Association's vision and strategic objectives.
 - Ensure that problems are resolved so that an effective volunteering culture is encouraged and Group Scout Leaders feel supported to deal with challenging issues, including complaints in a timely manner.
 - Ensure that the island has an adequate team of supported and appropriate adults working effectively together and with others to meet the Scouting needs of the area.
 - Ensure that problems within the island are resolved so that excellent Scouting is provided to young people on Jersey.
 - Act as an ex-officio trustee as a member of the Island Executive Committee, and an ex-officio member of the Council of The Scout Association.
 - Play an active part within the Southwest England regional team by joining short monthly Teams calls, attending up to 3x meetings per year for County Commissioners, led by the Regional

Commissioner and twice yearly Team England meetings for all County Commissioners to contribute to the development of Scouting within England as part of the Headquarters team.

Appointment requirements:

- The Island Commissioner 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 County Commissioner role. As a key leadership position within Scouts we expect the new Island Commissioner to set a strong example and complete this required training within their first year.
- Island Commissioner must be eligible for charity trustee status (as a member of the Island Executive Committee).
- It is expected that whilst volunteering for this role you will undertake regulated activity.
- As an ex-officio member of the Council of The Scout Association, the Island Commissioner is expected to vote on matters presented to Council including elect trustees to the Board and attend the Annual General Meeting, usually held on the first weekend in September.

Terms of appointment

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

Note: Many of the tasks for which the Island Commissioner is responsible may be delegated to others in the island team, including a Deputy Island Commissioner, if appointed. Whilst the new appointee will inherit an existing team of volunteers in key island appointments, it is expected that the new Island Commissioner will review and reorganise their team's objectives and roles as they see fit.

For more information about the role

Interested candidates are also encouraged to review Factsheet FS330074 available online at:

<https://members.scouts.org.uk/factsheets/FS330074.pdf> which provides more information about the role of the County Commissioner, structured around the six key areas of leadership and management.

In Jersey, there are 7 Groups. These are the: 1st, 2nd, 3rd, 6th, 9th, 10th and 23rd Jersey Scout Groups. We also have 4 Explorer Units, a Climbing Club and a Scout Band. Jersey Scouts' total membership is currently 735, which includes:

- 213 Beaver Scouts (6 - 8-year-olds)
- 274 Cub Scouts (8 - 10 ½ year olds)
- 193 Scouts (10 ½ - 14-year-olds)
- 55 Explorer Scouts (14 – 18-year-olds)
- 222 Adults (18+ year olds).

The current vacancy

We're currently looking for an Island Commissioner. This is a management role, and we need someone who can provide leadership, motivation and guidance to our other adult volunteers. A 'team' approach will be considered for this role.



The management structure of Scouting is as follows:

The Island Commissioner supports volunteers and other managers. 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.

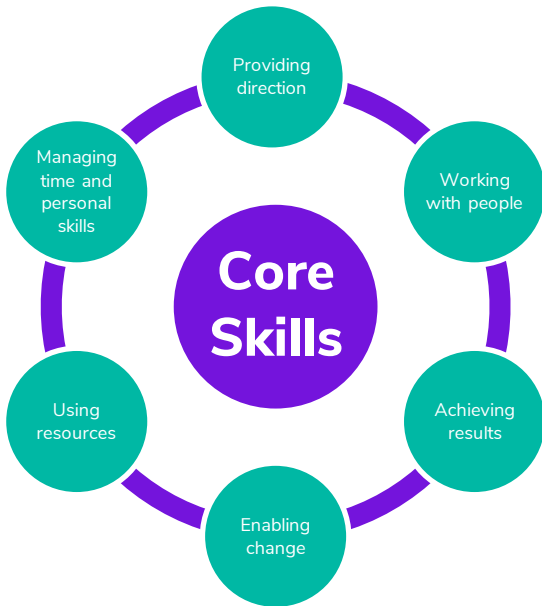
The Island Commissioner will also provide direction for the island and will help others see the bigger Scouting picture through solid leadership.

We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management.

On Jersey, there are several key tasks and activities which are carried out by the Island Commissioner and the island's volunteer leadership team which would form part of the role and fall within the new Island Commissioner's scope to review, adapt and delegate accordingly. Some of these are carried out by the current Island Commissioner and some are delegated to Deputy or Assistant Island Commissioners. The important point here is that we don't expect the Island Commissioner to be a super-hero and do all of this or devote every hour of the day to the role.

Core Skill Areas

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



1. Providing direction

A good Island Commissioner will create a vision for Scouting in Jersey and provide clear leadership to implement that vision.

2. Working with people

It is vital that the Island Commissioner 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

Good Island Commissioners ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scout Groups. Forging links within the local community is also an important aspect of development.

4. Enabling change

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

5. Using resources

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

6. Managing time and personal skills

A good Island Commissioner 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	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, District Commissioner or other District/County 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 Island	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	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	Essential
Ability to use technology, especially mobile email, to carry out a range of tasks (confident in Microsoft Word, Excel and PowerPoint).	Essential
Personal qualities:	
An understanding of the needs of adult volunteers	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

Induction for new Island Commissioners

Induction plan delivered by the Regional Services Team

New Island Commissioners will receive a series of face to face and remote interactions with the Area Growth & Development Manager, in conjunction with the Regional Commissioner, as part of a structured induction for the role. These interactions will also include an opportunity to develop a plan of action in the role with dedicated support from staff within the Regional Services Team to implement actions around developing and growing Scouting in the County.

Headquarters Volunteer Induction Days

Island Commissioners are appointed by UK Headquarters to lead Scouting on Jersey, and as such are a key part of the Headquarters Team, working in partnership with staff colleagues employed by the national charity, who are responsible for managing a range of nationally delivered services for local Scouting. New Island Commissioners are invited to attend a two-day Headquarters induction at The Scouts' national headquarters at Gilwell Park, London where you will have the chance to meet with key staff colleagues to put faces to names and explore the support available to you as part of the wider Headquarters team.



The Regional Services Team

The Regional Services Team is part of the UK Headquarters staff team within the Member Support Department, with field-based staff who cover the eight English regions. Teams of Growth & Development Officers, Senior Growth & Development Officers and Area Growth & Development Managers work alongside Group Scout Leaders, District, County and Regional Commissioners, as well as Assistant Regional Commissioners (Growth) to help open new sections, units and groups, provide tools to help existing groups to grow, provide training on adult recruitment, and support the induction of new volunteer managers in Scouting.

The Regional Commissioner is a key link between the Regional Services Team and local Scouting. Through close working and effective communication, the Regional Commissioner will develop plans with you and the other County Commissioners in the team to ensure the best use of resources to achieve Scouting's goals for the region, as agreed with the Chief Commissioner of England. One Area Growth & Development Manager manages the staff team for both the Southwest and Southeast regions and works closely with both Regional Commissioners. The Area Growth & Development Manager is line managed by the Head of Member Support England.

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](#)