

ROLE DESCRIPTION

County Youth Commissioner

Background

Hertfordshire Scouts has over 10,000 young people taking part in a wide range of Scouting activities every week across eighteen districts. The county has over 4,000 adults supporting the running of Scouting. The County is creating a leadership team to reopen Scouting in Hertfordshire as a result of the pandemic and to set itself up for continued success in the future. The County Youth Commissioner will work together with the Deputy County Commissioner (Programme) to deliver our #TeamHertfordshire Strategy and the Scout Association's Skills for Life Strategy.

Skills for Life - Our vision for 2023

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme.

We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Our vision is made up of 4 goals:

Growth	Inclusivity	Youth Shaped	Community Impact
We believe Scouting changes lives so we want to give every young person in the UK the opportunity to join.	Everyone, regardless of their background, should be able to participate in Scouting.	Every young person should be shaping their experience and developing their leadership potential.	Through community impacts projects, Scouting makes a difference not just to the individual but to whole communities.

These goals will be delivered by three pillars of work:

Programme	People	Perception
Develop amazing section leaders	Transform adult recruitment	Roll out of updated brand
Digital programme planning	Simpler training (focus on practical skills)	Resources to promote benefits of Scouting
'Off the shelf' programmes	Better online resources	Uniform review
Digital tools to track young people's progress	Improve young people joining process	
Review 14-25 year old provision	Reach under-represented communities	
Links to employability skills	Scouting in schools	
Partnerships to enhance the programme	Explore early years provision	

Outline:

As a member of the Hertfordshire Leadership Team the Hertfordshire Youth Commissioner works in partnership with the Hertfordshire Commissioner and Chairperson of the Hertfordshire Executive Committee. The role is to ensure that young people from 6 – 25 years are involved and engaged in every decision that shapes their Scouting experience locally and to empower young people to share their ideas and have a meaningful voice in planning, implementing and reviewing their programme and opportunities.

Responsible to: Hertfordshire County Commissioner

Responsible for: Hertfordshire Youth Forum (or similar) Lead, Deputy Hertfordshire Youth Commissioner(s) (if appointed)

Main Contacts:

Young people within their Hertfordshire, Hertfordshire County Commissioner, Hertfordshire Youth Forum Lead, Deputy Youth Commissioners, Deputy County Commissioners, District Commissioners, Assistant County Commissioners, County Chairperson, members of the County Executive Committee and its sub-committees, District Youth Commissioner and other County Youth Commissioners.

Appointment Requirements:

Must successfully complete the appointment process (including acceptable personal enquiries and acceptance of The Scout Association's policies). During the five months of Provisional Appointment the relevant Getting Started modules must be completed. A Wood Badge must be completed during the Appointment, and ongoing safeguarding and safety training must be completed. Must be eligible for Charity Trustee Status (as a member of the District Executive Committee)

Examples of Main Tasks
<p>Aim</p> <ul style="list-style-type: none"> Champion, encourage and lead the work to ensure that, by 2018, scouting in the County/Area is shaped by young people in partnership with adults. This will be achieved by working in partnership and collaboration and with the County/Area Commissioner, County/Area Chairperson, District Commissioners and County/Area Team
<p>Supporting youth-shaped Scouting in the Programme</p> <ul style="list-style-type: none"> Visit District Meetings to talk and inspire young people about youth-shaped Scouting and what is happening within their County. Support Districts to provide local youth engagement opportunities including forums Champion and promote youth leadership at all levels within Groups and Sections (Young Leaders, Sixers & Seconders, Patrol Leaders & Assistant Patrol Leaders etc.)

Examples of Main Tasks
<p>Developing Young People</p> <ul style="list-style-type: none"> • Work with other adults to identify, encourage and develop talented young people and young adults who wish to become more involved in shaping Scouting. • Provide support to 18-25 year old members on Executive Committees. • Increase the role and participation of young people in the leadership and management of the County/Area.
<p>Embedding Young People in Local Decision Making</p> <ul style="list-style-type: none"> • Work with all members of the County/Area to ensure that the views of young people are represented in decision making. • Encourage the creation and greater participation in meaningful Youth Forums • Appoint, support and manage a Youth Forum Lead. • Ensure that recommendations from the Youth Forum to the County/Area Executive Committee and County/AreaTeam are considered and appropriately implemented and that an effective method to provide feedback on outcomes to the Youth Forum is in place. • Sit on the Country Executive Committee in order to represent the Young People of the County
<p>Wider Networking</p> <ul style="list-style-type: none"> • Establish a robust method of communicating with the County/Area Commissioner and young people within the County/Area. • Work as a key part of the County/Area Leadership Team contributing and taking an active part in the delivery of the County Development Plan. • Work with the District Youth Commissioners to develop youth-shaped Scouting within the County, providing feedback to adults and young people. • Work with other local Youth Commissioners to feed into the UK Youth Commissioner Team including taking part in national training and conference opportunities (often virtual).

Person Specification

Age

- 18-25 years old E

Skills required:

- Ability to lead teams E
- Excellent written and communication skills E
- Be computer literate E
- Be a self motivator and be able to motivate others positively E
- Able to work well in meetings E
- Excellent presenting and facilitating skills E
- Ability to work and engage with young people aged 6 – 25 E
- Ability to work and engage with adult members E
- Be articulate E
- Ability to speak publicly E
- Ability to be persuasive E
- Ability to work within predefined limits (for examples timescales and budgets) E
- Ability to accept and positively respond to responsibility E

Knowledge and experience:

- An understanding of The Scout Association's Structure and procedures D
- Previous experience of youth involvement/participation D

Qualities required:

- Accept the policies and rules of The Scout Association E
- Willingness to become a member, take The Scout Association Promise and wear the Scout Uniform E
- Accept and promote Scouting's fundamentals and the implementation of the youth programme E
- Have time available, amongst other commitments to commit to the workload E
- Ability to meet deadlines E
- Be in a position to travel within the County/Area as required E
- A willingness to promote the agreed, viewpoints rather than perpetuate personal views E

Note: any other specific tasks are to be agreed with the Assistant County Commissioner 14-25.