



14-24 Sub Team Leader

Information for anyone considering the role of 14-24 Sub-Team Leader for West Lancashire

<https://westlancsscouts.org.uk/>
#SkillsForLife



Corporate Classification: Private

About us

Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 4- to 25-year-olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities.

Scouts helps children and young adults reach their full potential. Our members gain valuable skills for life including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness, and commitment. We help young people to get jobs, save lives and even change the world.



What do Scouts do?

Scouts take part in a wide range of activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a Scout you can learn survival skills, first aid, computer programming or even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, get outdoors, express your creativity and experience the wider world.

What do volunteers do?

This everyday adventure is only possible thanks to our team of adult volunteers, who support Scouts in a wide range of roles from working directly with young people, to helping manage a local community-based Group, to being a charity Trustee. We help volunteers get the most out of their experiences at Scouts by providing opportunities for adventure, training, fun and friendship.

Our award-winning training scheme for volunteers means that adults get as much from Scouts as young people. Our approach focuses on what you want to get out of volunteering with Scouts, while respecting how much time you can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

Key facts and figures

The Scout Association is a UK charity founded in 1907 and now boasts a membership of over 620,000 young people and adult leaders. We are the largest mixed youth movement in the UK. Scouting activity is delivered through 7,000-plus community-based Scout Groups nationwide.

Scouting is widely recognised and is one of the most trusted charities in the UK, giving it a significant level of influence and responsibility. Scouting's greatest strength lies in its grass roots. It is locally that Scouting is best able to identify and work directly with young people most in need.

We believe that through the everyday adventure of Scouting, young people and adult volunteers regularly experience new challenges that enrich and change their lives.

The current focus for the Trustees and those in Scouting in the UK is delivering our strategic vision.

Our Strategy

A new strategic plan for Scouting across the UK is currently nearing completion to secure a strategic direction through to 2025 and to grow on the success of the current plan. Team UK (the team of Lead Volunteers that leads Scouting across the UK) will play a key part in leading the delivery of this strategy. More details on the work towards our new plan are available [online](#).



By 2025 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.

Scouting's Fundamentals

Our Mission

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.



Our Values

As Scouts, we are guided by these values:

- Integrity**
- Respect**
- Care**
- Belief**
- Co-operation**

[Further information on our fundamentals, including details of our values, are provided on our website.](#)

Scouting's Key Policies

In common with all members in Scouting, District Lead Volunteers are required to promote and follow our key policies. The policies cover:

Development Policy

Equal Opportunities

Privacy and Data Protection

Religion

Safety

Safeguarding

Vetting

Youth Member Anti-Bullying Policy

[These policies are fully explained on our website.](#)

West Lancashire 14-24

West Lancashire Scout County is made up of 8 Districts – Lonsdale, Preston, Wyre, Fylde, Blackpool, Chorley, South Ribble and Ormskirk. In 2024 we saw growth in the 14-24 sections with:

- 925 Explorer Scouts
- 303 Network Members
- 424 YLs

Introducing team based volunteering

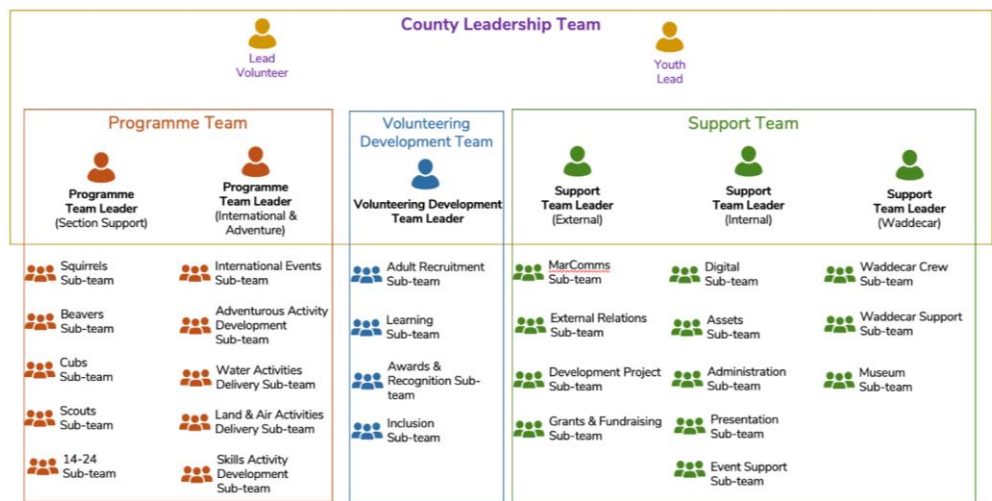
We want to make volunteering easier and more fun, so that more people will want to volunteer and our current volunteers will want to stay. Doing this is how we will achieve our North Star - more young people gaining skills for life.

We want flexible volunteering to be a reality. To do this, we're using team descriptions. Unlike role descriptions, where one volunteer takes on specific responsibilities (this can be a barrier for some volunteers joining or staying in Scouts), this approach means we can share the load among the team.

We're making it clear that volunteers can get involved with just the tasks that work for their skills, interests and free time. Teams can decide how to split the tasks up, according to who's in the team and what the local needs are.

Our new approach makes it easier for our current teams, as volunteers can give their time in a more sustainable way. It helps volunteers build knowledge, experience, and confidence. And it makes it easier for them to change their involvement when their circumstances change. As such, they stay volunteering for longer. And in the future, more volunteers will want to join Scouts and give their time as part of a flexible team.

Our New Leadership Structure:



The Current Vacancy

We're currently looking for a 14-24 Sub-Team Leader.

The County 14-24 Sub-Team sits in the Programme Team. Sub-Teams are a team of volunteers within a larger team that focuses on a specific area within the overall scope of that larger team. In this case the Explorer and Network sections. The tasks of the 14-24 Sub-Team are shared between the team members and lead by the Team Leader including, at a high level:

- Support District 14-24 Team Leaders and their teams to ensure a safe, quality programme is accessible to all young people, including sign posting to digital tools to support programme planning.
- Celebrates the Top Awards through events and comms achieved by young people across Explorers and Network working with the Awards and Comms Teams.
- Track Top Award Data and support Districts, Units and Networks to maximise achievement of the awards by young people including CSP, CSD, KSA, SOWA, DoFE.
- Planning in collaboration with District 14-24 Team Leaders and their teams and young people a County programme which includes events that are best done at County Scale and support the areas of the programme needing most focus.
- Ensuring the views and ideas of young people shape the decisions of the 14-24 section and programme through supporting the Youth Leads with the County Forum and Leadership Weekends.
- Supports the District Teams in growing and ensuring a quality programme for Young Leaders across the whole County.
- Managing communications with the sections and members via social media within the team and tools such as West Lancs Plus Newsletters through liaison with the Comms Team.
- Keeping safety and safeguarding as a key agenda item of all event planning teams and support conversations – leading by example.
- Encourage District 14-24 Teams to engage with surveys, particularly the County Programme Survey, allowing the County team to use the information gathered to inform priorities for the team.
- Support and encourage linking between sections – Scouts to Explorers and Explorers to Network

The Programme Team

This role sits in the Programme Team (Section Support) and is line managed by the Programme Team Leader - Section Support who will be a regular point of call for support. This is a management role, and we need someone who can provide leadership, motivation, and guidance to our other adult volunteers.

Core Skill Areas

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

1. Providing direction

A good Sub Team Leader will create a vision for Scouting in their section in collaboration with the Programme Team Leader (Section Support) and Programme Team and provide clear leadership to implement that vision.

2. Working with people

It is vital that a Sub Team Leader 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 Sub Team Leaders ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between teams. Forging links within the local community is also an important aspect of development.

4. Enabling change

It is important for Sub Team Leaders to encourage volunteers to think of creative ways to improve Scouting across the County. They should then provide the support to implement appropriate changes.

5. Using resources

A good Sub Team Leader will ensure that information and resources are available, helping volunteers across the County to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good Sub Team Leader should use their time effectively and be willing to continue to learn and improve their skills.



Transforming Volunteering

Whilst our current approach to volunteering has served us well for many years, times have changed and we need to adapt so we stay relevant and to help us attract more new volunteers, whilst also ensuring volunteering with The Scouts is enjoyable for everyone. Following an extensive period of national consultation, the way we volunteer will soon be changing from a role-based approach to a team-based approach.

Team-Based Volunteering

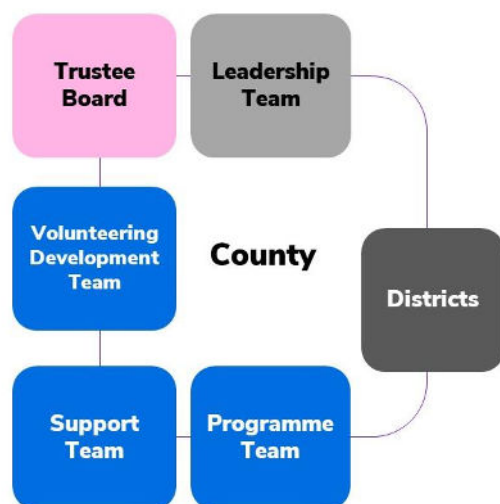
To make flexible volunteering a reality, we need to make it easy for people to volunteer in a way that suits their skills, their interests, and their availability. To help this happen, we're no longer working to a role description, and instead sharing a set of tasks amongst a team of volunteers. It's down to the team of volunteers to agree who does which tasks, and it'll change over time as people join and leave the team.

A team description has two types of tasks listed:

1. Tasks for the whole team – All team members take part in these tasks and must have, or develop, the skills associated with these tasks
2. Allocated tasks – The team leader ensures that one or more team members has the responsibility and skills for these tasks

The tasks for the 14-24 Team Members are in the process of being confirmed. However the new 14-24 Sub Team Leader has a role in that process and once in post will work with the team and the Programme Team Leader (Section Support) to finalise.

More information on Team Structures and Team Descriptions can be found [here](#).



How to apply

Is this role for you?

We're looking for someone who's passionate about working with others to make a positive impact! This is a chance to use your excellent communication and leadership skills to guide and motivate a team of adult volunteers. You'll help shape the future of 14-24 Scouting in West Lancashire Scout County, ensuring it offers a rewarding experience for young people. While experience within Scouting or youth work is a plus, the most important thing is your enthusiasm, willingness to learn and ability to work effectively with the friendly 14-19 Sub Team Members to support the District 14-24 Teams and young people across the County effectively, and that this Section develops in accordance with the rules and policies of The Scout Association as well as being a team player in the wider County Programme Team.

If this sounds like something for you, the process to apply is as follows.

Process

Thank you for your interest in volunteering. This booklet has outline what the role will entail and what we are looking for from the Sub Team Leader. Your application should reflect this. You can apply for the role yourself or nominate someone else using the application form. Link below.

Shortlisting will be based solely on the information provided by each candidate in their application form.

Application Form Link: <https://forms.office.com/e/ikLucf8HTv>

Key dates

The closing date for applications is **30th October 2024**

Interviews will be held shortly after the closing date. The exact date to be confirmed after applications close.

Further information

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

Name: Kerry Harrison – Programme Team Leader (Section Support)

Email: Kerry.Harrison@westlancsscouts.org.uk

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