



# 18-24 Sub-Team Lead

**Information for anyone considering the role of Sub-Team Lead for 18-24 Provision in Merseyside**

[scouts.org.uk/join](https://scouts.org.uk/join)  
[#SkillsForLife](#)



# 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 commissioners 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, Sub-Team Leads 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**

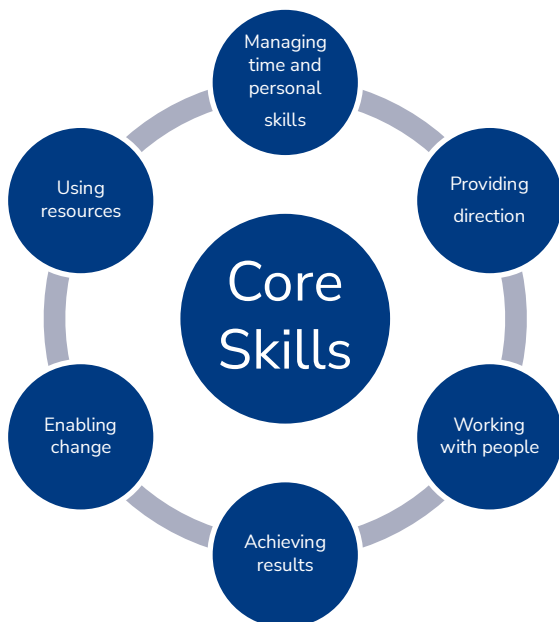
[These policies are fully explained on the Scouts website](#)

## Merseyside Scouts

- Merseyside Scouts is made up of 10 Districts, covering Wirral, Liverpool, Sefton, Knowsley, and St Helens. Merseyside Scouts total membership is currently 9,139, which includes:
- 507 Squirrels (4 – 6 year olds) within 36 Dreys
- 1,804 Beaver Scouts (6 - 8 year olds) within 122 Colonies
- 2,145 Cub Scouts (8 - 10 ½ year olds) within 130 Packs
- 1,721 Scouts (10 ½ - 14 year olds) within 115 Troops
- 617 Explorer Scouts (14 – 18 year olds) within 35 Units
- 91 Network Members (18 – 24 year olds) within 8 Units
- 2,354 Adults (18+ year olds)

## Core Skill Areas

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



### 1. Providing direction

A good Sub-Team Lead will create a vision for Scouting in their team and provide clear leadership to implement that vision.

### 2. Working with people

It is vital that a Sub-Team Lead 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

Sub-Team Leads 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 a Sub-Team Leads to encourage volunteers to think of creative ways to improve Scouting across the section age group. They should then provide the support to implement appropriate changes.

### 5. Using resources

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

Follow this link for more information on [core skills](#) (we are working on getting these videos up to date)

## We're looking for someone that can grow into the role

We are looking for an individual or team of people with the above skills to ensure that Scouting in Merseyside thrives. So, if you have some of the skills detailed and the drive and enthusiasm to develop Scouting in Merseyside, you could be the person we are looking for. You can expect to receive support and training as part of your development within this role.

# How to apply

## Process

Thank you for your interest in volunteering. On the following pages you will find a role description and the person specification. The Sub-Team Lead's nomination and application forms are on pages 9 and 10.

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.

Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification.

## Key dates

The closing date for applications is **We reserve the right to close applications once sufficient numbers are received**

Interviews will be held across **We reserve the right to close applications once sufficient numbers are received**

## Further information

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

Name: Nikki Parr, County Programme Delivery Team Leader

Phone: 0151 707 2671

Email: [nikki.parr@merseysidescouts.com](mailto:nikki.parr@merseysidescouts.com)



# The role – Sub-Team Lead (18-24)

## Role description

### Outline:

We're looking for volunteers to be part of our new **County 18-24 Sub-Team**, which sits within the wider Programme Team. Sub-Teams focus on a specific area of Scouting, and in this case, the 18-24 Network section. **Responsible to:** County Programme Delivery Team Lead

**Responsible for:** 18-24 Sub-Team Members

### Main Contacts:

- District/County Leadership Teams
- Explorer Section Teams & Scout Network members
- [Youth Leads](#) (18-25)
- Other Section Teams (Squirrels, Beavers, Cubs, Scouts) for Young Leader integration.

### Appointment requirements:

Must complete the relevant training for the role within the prescribed timescales.). This role is likely to include contact with young people and will therefore require disclosure checks.

### Main Tasks

- **Support District 14–24 Team Leads** (with a focus on Network only) to ensure young people have access to a safe, high-quality programme. This includes signposting to digital tools that support planning.
- **Promote and celebrate Top Awards** by working with the Top Awards team leader and DofE team, encouraging achievement across Network through events and communications.
- **Track Top Award data** and help Networks maximise achievement in CSP, CSD, KSA, SOWA, and DofE.
- **Plan and deliver county-level Network events**, focusing on areas of the programme that need the most support.
- **Ensure youth voice is central**, by supporting Youth Leads with the County Forum and programme meetings, and encouraging Networks to attend and support county programme events.
- **Promote and grow Network** across the County, ensuring it has a visible presence at major events.
- **Lead communications** with members and sections through social media and other channels.
- **Prioritise safety and safeguarding** in all planning and delivery, setting the standard for others.
- **Support progression between sections**, particularly linking Explorers into Network.

**Note:** Some of the tasks for which the Sub-Team Lead is responsible may be delegated to others in the Sub-Team

## Person specification

Knowledge and experience:	
Ability to manage adults effectively	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 working in the Scout or Guide Movements as an adult	Desirable
Skills and abilities:	
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership for the sub-team	Essential
Provides operational direction for the sub-team	Essential

Motivate adults volunteering in the sub-team	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Enables 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
Can use basic computer software	Essential
<b>Personal qualities:</b>	
An understanding of the needs of adult volunteers and 18-24 year olds	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

# Nomination Form

If you think you know the right person for this sub-team lead role, please complete the nomination form below. Nominating an individual does not commit them to applying, but, if they choose to, they will be required to complete a more thorough application form.

Privacy Statement - This form is used to collect information about you for the purpose of volunteer recruitment. This is to be used by Merseyside Scouts for this role. As part of this form we collect personal data, this detail is required so that we can identify you, the nominator and assess the skills of the nominee for the role. We don't share your personal data provided in this form with any third parties outside of the Scouts. We take your personal data privacy seriously. The data you provide to us is securely stored on secure online storage. For further detail please visit our [Data Protection Policy](#). We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods please visit our [Data Retention Policy](#).

## Nominee's details

Name	
Telephone number	
Email address	
Please outline why you felt motivated to nominate this person for the role of Sub-Team Lead:	

## Your details

Nominated by	
Telephone number	
Email address	
Please return this form to:	
The closing date for receiving nominations is:	We reserve the right to close this advert at any time once sufficient applications have been received

# Application Form

If you are interested in applying for this sub-team lead role, please complete the application form below.

Privacy Statement - This form is used to collect information about you for the purpose of volunteer recruitment; this is to be used by Merseyside Scouts for this role. As part of this form, we collect personal data about you, this detail is required so that we can identify you and assess your skills for the vacancies. We don't share your personal data provided in this form with any third parties outside of the Scouts. We take your personal data privacy seriously. The data you provide to us is securely stored on secure online storage. For further detail please visit our <a href="#">Data Protection Policy</a> . We will keep the data we capture from this form for only as long as necessary. For further detail on our retention periods please visit our <a href="#">Data Retention Policy</a> .	
Name	
Telephone number	
Email address	
Please outline why you want to apply for the role of Sub-Team Lead:	
Please briefly explain why you would be suitable for this role, including professional and voluntary experience, within or outside Scouting (refer to role description):	
Please describe the skills you would bring to this role (refer to person specification):	
Please return this form to:	
The closing date for receiving nominations is:	We reserve the right to close this advert at any time once sufficient applications have been received