

## **Role Title: County Youth Lead**

This role description is for County Youth Lead for Gloucestershire County Scouts. At the last annual census, Gloucestershire had over 6,000 youth members between the ages of 4 and 18 involved in our Squirrel, Beaver, Cub, Scout and Explorer and Young Leader sections. There are also over 1600 adult volunteers, who undertake various roles including:

- Working directly with young people
- Managing and supporting other adults
- Sharing expertise in programme and activities
- Supporting elements of the programme through Scout Active Support units as well as the Scout Network which provides development activities for adults aged 18 – 25.

The County Youth Lead will work in partnership with the County Lead Volunteer, County Team and District Youth Leads to promote our values and vision by ensuring our young people are shaping their programme and have an active voice in our County. Young people should feel empowered to make change and shape their journey.

### **Role Description:**

**Purpose:** As part of the County Leadership Team, the County Youth Lead makes sure that Scouts is shaped by young people aged 4 – 25. They champion Youth Voice, making sure young people's ideas and decisions help guide the future of Scouting locally.

This role is held by someone aged 18 – 25 and is a key leadership position in the County. No special qualifications are needed beyond experience in Scouting, passion for youth-led change, and a willingness to make things happen. The views and lived experience of young people are exactly what make this role so important.

The County Youth Lead works closely with adult volunteers to embed a culture where youth involvement is the norm – not the exception. They help create opportunities for young people to take the lead, give feedback, and shape programmes and events across the County.

They also support District Youth Leads in their County – bringing them together, sharing ideas, and helping them build confidence as local leaders.

As a member of the County Trustee Board and Leadership Team, the Youth Lead helps influence decisions and hold the County to account for delivering youth-shaped Scouting. They are supported in the role and have opportunities to develop their own skills and leadership.

**Appointed By:** County Lead Volunteer (with approval of the County Senior Leadership Team)

**Responsible to:** County Lead Volunteer

**Responsible for:** County Youth Team

**Main Contacts:** County Lead Volunteer, County Team members, District Youth Leads and Teams, District Lead Volunteers and Young People across the county

**Time Commitment:** The time required is flexible, however you would be expected to attend regular County meetings plus meetings with your own teams. To be effective it is anticipated you should be able to commit on average some 2 -3 hours per week.

**Terms of Appointment:** The completion of a Manager and Supporter Learning relevant to the County Youth Lead appointment and Trustee Board Learning.

**Expenses:** All out of pocket expenses will be reimbursed.

## **Person Specification**

### **Responsibilities**

- Making sure that the County programme and events are shaped by young people.
- Leading or supporting a County Youth Forum or other youth feedback methods.
- Promoting youth engagement tools like the YouShape Award and Top Awards.
- Connecting and supporting District Youth Leads to work towards shared goals.
- Helping young people understand the opportunities available to them in Scouts – especially as they turn 18.
- Championing equality, inclusion, and diverse representation in youth voice.
- Attend Trustee, DLV/DYL and County Team meetings regularly and hold DYL meetings as required.
- Work with your team to identify areas of need and plan and deliver projects based on these.
- Support the appointment of 18-25 year olds to the board of Trustees, appointments panels and district and county roles.
- Attend online calls with national teams to learn about national initiatives and communicate these to county and district teams.

### **Personal Qualities:**

- Accept and promote the fundamentals of Scouting and complete relevant learning within three years of appointment.
- Accept the policies and rules of The Scout Association
- Understand the importance of diversity and inclusion when meeting the aims of the Scout Association.
- Be aware of the National and County Strategic Plans (Visions).

- Be able to build, maintain and facilitate effective working relationships based on trust and Scout values with a wide range of people.
- Be able to travel across the County if necessary and have the time to undertake the role effectively. This means being prepared to make it your primary role.
- Understand the needs of adult volunteers as well as an understanding of the needs and expectations of young people in the County so that exciting Scouting can be delivered effectively to all.
- Be enthusiastic and able to inspire and enthuse others.
- Have practical experience of running effective team meetings that are enjoyable and engaging.
- Be self-motivated with the ability to plan, manage and monitor own tasks and time.
- Have a flexible, pragmatic and proactive approach to the role.