



# District Cub Leader

**Information for anyone considering  
the role of District Cub leader**

# About us

## Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 6 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 at [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan).



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.

Further information on our strategic objectives are provided on our website at [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan)

## 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 at

<https://www.scouts.org.uk/volunteers/learning-development-and-awards/fundamentals-of-scouting/>

# Scouting's key policies

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

**Development**

**Equal Opportunities**

**Privacy & Data Protection**

**Religion**

**Safeguarding**

**Safety**

**Vetting**

These policies are fully explained on our website at <https://www.scouts.org.uk/por/2-key-policies/>

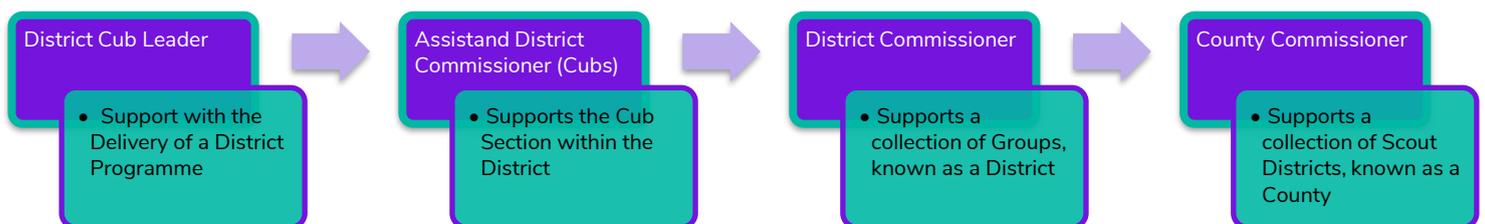
## The current vacancy

We're currently looking for two District Cub Leaders (DCL). This is a management role, and we need someone who can provide leadership, motivation, and guidance to our other adult volunteers.

A large part of this role involves supporting adult volunteers, including those working directly with young people. For any adult volunteer in Scouting, their manager will be a regular point of call for support.

You don't need any prior experience of Scouting to apply for this role: we'll make sure you're fully trained and supported.

The management structure of Scouting is as follows:



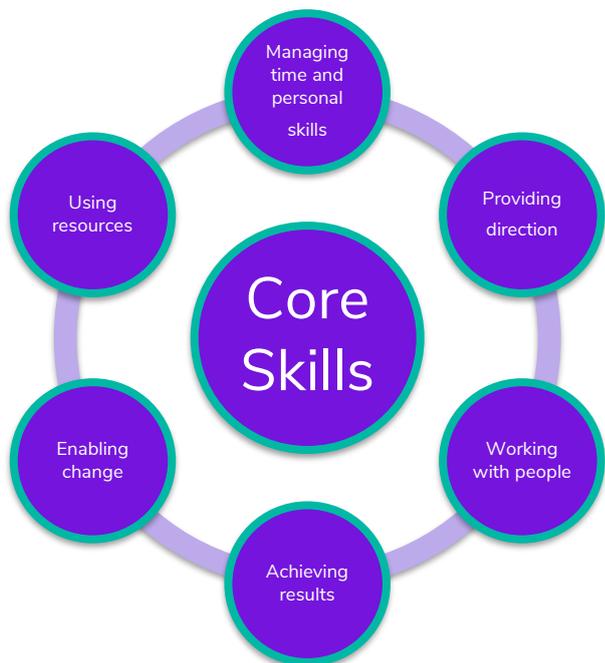
The District Cub Leaders supports adults who work directly with young people. They need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks other volunteers for their hard work and helps to make sure that they feel happy and supported, week after week.

The District Cub Leaders will also provide direction for the Cub Section 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.

# Core Skill Areas

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



## 1. Providing direction

A good District Cub Leaders will create a vision for Scouting in their section and provide clear leadership to implement that vision.

## 2. Working with people

It is vital that a District Cub Leaders) 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

A good District Cub Leaders will ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained, both with the parents of the young people in the Cub Section, and within the local community.

## 4. Enabling change

It is important for a District Cub Leaders to encourage volunteers to think of creative ways to improve Scouting in the District. They should then provide the support to implement appropriate changes.

## 5. Using resources

A good District Cub Leaders will ensure that information and resources are available, helping volunteers in the District provide excellent Scouting opportunities to young people.

## 6. Managing time and personal skills

A good District Cub Leaders should use their time effectively and be willing to continue to learn and improve their skills.

# 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.

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.

## Further information

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

Name: Alison Walmsley

Phone: 07950 315330

Email: [adccubs@southribblescouts.org.uk](mailto:adccubs@southribblescouts.org.uk)



# The role – District Cub Leader

## Role description

### Outline:

To support the ADC (Cub Scouts) to ensure that effective operation of the Cub Scout Section in their District in accordance with the rules as laid down in POR of The Scout Association.

### Responsible to:

Assistant District Commissioner (Cubs)

### Responsible for:

N/A

### Main Contacts:

- District Commissioner, Deputy District Commissioner(s)
- Assistant District Commissioners
- ADC (Cubs) from other Districts
- District Cub Leaders from other Districts
- Assistant County Commissioner (Cubs)
- District & County Advisors
- Group Scout Leaders
- Section Leaders
- County/Area/Regional Commissioner(s)

### Appointment requirements:

To understand and accept The Scout Association's policies, have a satisfactory CRB Clearance, Completion of Wood Badge, which includes the Section Supporter Modules as detailed in the Adult's Personal File and The Scout Association's Adult Training Scheme.

### Main Tasks

- Ensure purpose, method, policies and programme are carried out throughout the Cub Scout Section in the District
- Support ADC in the encouragement of all Leaders in the Cub Scout Section to provide a balanced programme
- To support all Leaders and Commissioners in matters relating to the Cub Scout Section and its Leaders
- Promote and encourage to the Cub Scout Section the implementation of all policies of The Scout Association, especially the key policies as laid down in Chapter 2 of POR.
- Maintain a working relationship with ADC, District Cub Leaders
- Work in partnership with the ADC to promote and effectively lead on the Cub Scout Section's programme and activities
- Maintain contact relevant to the Cub Scout Section age group within the local community
- Promote Cub Scouting to the local Community

**Note:** Some of the tasks for which the Group Scout Leader is responsible may be delegated to others in the Group, including an Assistant Group Scout Leader, if appointed.

## Person specification

<b>Knowledge and experience:</b>	
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
<b>Skills and abilities:</b>	
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership for the Section	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	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