



County Youth Lead

**Information for anyone considering
the role of County Youth Lead in
Hertfordshire**

About us

Overview of Youth Shaped

At Scouts, we provide young people with the opportunities to develop Skills for Life – including confidence to speak up, feeling empowered to make a difference and being ready to take the lead.

That's what being youth shaped is all about. Our programmes and decisions are shaped by young people, working in partnership with volunteers.

The difference you'll make to young people

Youth Leads help young people to make their voices heard and improve scouts for the better. You'll be working to help more young people get the opportunity to speak up and take the lead – skills and experiences that set them up for the future. And in the process, you'll get to learn plenty of new skills yourself too.



The current vacancy

We're currently looking for a **County Youth Lead** to work with us at Hertfordshire scouts.

What does a Youth Lead do?

As part of the County Leadership Team, our Youth Leads make sure Scouts is [shaped by young people](#) aged 4-25. They champion, encourage and lead work in their area, supporting volunteers to empower young people and embed their ideas and decisions into Scouts locally.

Youth Leads play a key role in the leadership and management of their County.

They are aged 18-25 at appointment and enable volunteers to embed the ideas and decisions of young people into local scouting.

They play a key role in the leadership and management of the County. They need to motivate both volunteers and young people. Responsibilities in a Youth Lead role vary, but are likely to include:

- Help to make sure that the County programme is shaped by young people.
- Create opportunities for young people to provide feedback (often through a County Youth Forum).
- Promote the YouShape award and top awards.
- Support the District Youth Leads in their County, bringing them together to support each other, share ideas, and work towards a shared vision.
- Inspire and motivate young people in the County and make sure they know about all the different opportunities available to them in Scouts, including what they can do when they turn 18.
- Influence decisions that are made in the County as a member of the County Trustee Board, making sure that young people are at the heart of decisions.

Support every step of the way

County Youth Leads are line managed by the County Lead Volunteer, who will help you set objectives and work with you towards improving local youth shaped scouting.

And the UK Youth Lead team are also here to support County Youth Leads - running inductions, events, webinars and more. So you'll have support available whenever you need it.

What you'll get from the role

Being a Youth Lead is an amazing role. As well as helping to drive youth shaped locally and giving young people a say, you'll also be learning loads of new skills and having fun along the way.

You'll get experience and develop skills that will look seriously impressive on a CV or university application - things like teamwork, communication and organisation, but also experience with governance, working with young people and leading others.

Across the UK, there are now over 600 Youth Leads doing amazing things. Ready to join them?

“Applying to become Youth Lead was genuinely one of the best decisions I've ever made. Through this role I've learned so much, got to work with a really great team, and made a big difference to the experience of young people in Scouts”.

“I never thought I'd get the role, but I decided to apply anyway just in case. 3 years later, I'm so glad I did. I'd recommend applying to everyone who is considering it”.

“What surprised me most when starting the role was the amazing support that was available from my local team and other Youth Leads. I've made new friends and gotten to work with some great people”.

“Seeing the difference this role makes to young people is the best part. I've watched young people speak up and shape their scouting experience for the better – and I couldn't be more proud”.

How the process works

Process

Thank you for your interest in volunteering.

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 Saturday 30th November 2024

Applicants invited to interview, must be available on Saturday 14th December 2024. Interviews will be held at Well End Activity Centre, Borehamwood, Herts, WD6 5PR.

Further information

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

Name: Ian Tycer, County Lead Volunteer

Email: ian.tycer@hertfordshirescouts.org.uk



All about the role - County Youth Lead

Outline role description

Outline:

As a member of the County Leadership Team the County Youth Lead works in partnership with the County Lead Volunteer and Chairperson of the County Trustee Board. The role is to ensure that young people from 4 – 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:

County Lead Volunteer

Who can have this role:

A Youth Lead can start the role between their 18th and 25th birthdays. The appointment has an expected length of 3 years.

Responsible for:

Deputy County Youth Lead(s) (if appointed), County Youth Forum (or similar) Lead,

Main Contacts:

Young people within their County, County Lead Volunteer, County Youth Forum Lead, Deputy County Youth Leads, Deputy County Lead Volunteers, District Commissioners, Assistant County Lead Volunteers, County Chairperson, members of the County Trustee Board and its sub-committees, District Youth Leads and other County Youth Leads.

What learning is needed:

- Complete Growing Roots within the first 6 months in the role, including both Core and Manager learning.
- Trustee Induction
- Complete First Aid training within the previous 3 years.

Tasks:

Develop young people aged 4-25 within Scouts

- Make sure young people have regular opportunities to take the lead, such as promoting peer leadership and the Young Leaders' Scheme.
- Inspire and motivate young people. Make sure they know about the opportunities available to them in Scouts, including options when they turn 18.
- Champion and encourage participation in the YouShape award and other top awards.

Embed young people aged 4-25 in decision-making locally.

- Support and encourage volunteers to put the views and ideas of young people at the core of programmes.
- Make sure young people are at the heart of Trustee Board decisions.

- Create opportunities for young people to provide feedback.

Work with other volunteers

- Work with other Youth Leads and wider volunteers in Leadership Teams, Programme Teams, Volunteering Development Teams, Support Teams, and Section Teams to support each other, share ideas, and work towards a shared vision.

Notes:

1. Some of the tasks for which the County Youth Lead is responsible may be delegated to others in the County, including a Deputy County Youth Lead, if appointed.
2. The successful candidate will be expected to attend Summit 25, on 24-26 January 2025, where they can start influencing the future of Scouting across the UK.

Person Specification

Age	
18 – 25 years old	Essential
Skills required	
Ability to lead and motivate teams	Essential
Excellent communication skills	Essential
Able to work well in meetings	Essential
Excellent presenting and facilitating skills	Essential
Able to work with young people and adults	Essential
Able to take on responsibility and meet deadlines	Essential
Knowledge required	
An understanding of the structure and principles of The Scouts	Desirable
Previous experience of scouting	Desirable
Qualities required	
Accept the policies and rules of The Scouts	Essential
Willingness to become a member, take The Scout Association Promise and	Essential

wear the Scout Uniform	
Accept and promote Scouting's fundamentals and the implementation of the youth programme	Essential
Have enough time available to commit to the role	Essential

Timetable of Key Dates

Applicants for the County Youth Lead role should note the following dates and be available to attend the events marked with an asterisk (*)

1. Closing Date for Applications: 30th November 2024 - Late applications will not be accepted.
2. Shortlisted Candidates invited to interview: 7th December 2024
3. Interview: 14th December 2024
4. Position appointment from 1st January 2025 for review after 6 months (June 2025).

Tips for completing the application form

- Structured and thought-out responses are required. So, make sure you take time to plan your answers and check that you have answered the question being asked.
- It can be helpful to get someone you trust to review your application before submitting it; they can check spelling, grammar and that you have answered the question being asked.
- Out of courtesy let your referees know that they may be contacted to provide a reference for you. Explain to them the role that you are applying for.
- Ensure that you submit your application on time – in other words don't start completing the application 30 minutes before the application deadline. Technology can fail any of us at any time!

Information about the Interview stage

This section is provided as information only.

If you are successful in being invited to the interview stage, more information will be provided to you but as an

overview the day will comprise:

- A panel interview (An opportunity for us to find out more about you and for you to ask questions about the role)
- A short presentation (not longer than 10 minutes) – on how you will move YouShape forward (bearing in mind you need to reach the youngest squirrel through to leaders). The audience you present to will be looking for your passion and patience. You will be expected to plan and prepare your presentation in advance before the day.

Appendix: Application Form

Your application should be submitted by 30th November 2024. If you would prefer, you may submit a video application answering the questions in the application form. The video must not be longer than 5 minutes in duration.

Name	
Contact Telephone Number	
Email Address	
Home Address	
Other Address (if applicable e.g. Term time address)	
If you have provided an 'Other Address', where will your main location be for the next academic year ?	
Which position are you primarily applying for? (please tick)	County Youth Lead
Would you be happy to be considered for appointment to the role of Deputy County Youth Lead?	Yes / No
Do you hold a current full UK driving licence?	Yes / No
Do you consider yourself to have a disability? Or have any requirements for any reasonable adjustments? (If Yes, please provide details so we can best support your application and possible invitation to interview)	
Scouting CV Please provide some information about your Scouting experiences.	
Leader Training What, if any, leader training have you completed? Please provide details.	

What has been the most useful piece of training you've had to date (scouting / non scouting)?	
Events and Camps Have you organised or helped to organise or support any large events or camps in Scouting? Please provide some information about: <ul style="list-style-type: none"> - What your role was? - What did you aim to do? - How did you do it? - What problems did you come up against? - How did you overcome those? - Did you achieve your objective? 	
What has been your scouting highlight so far? Why was this?	
Other relevant experience Please provide some information about any other relevant experience you could bring to this role. (This may be activity permits, experience gained via paid employment or other volunteering roles)	
What are your education/training/employment plans for the next 3 years?	
What is your long term career plan?	

Appendix: Details of Referees

You are required to provide details of two referees' with your application, your current District Commissioner (DC) and another significant scouting person in your life (N.B. you must not be related to either of these referees. If you have any problems in fulfilling this criteria, then please contact the County Office for further advice).

Your Referees will only be approached to provide a reference if you are successful in being invited to interview.

Referee Details	Referee 1 (Lead Volunteer)	Referee 2
Name		
Relationship to you How long have you known this person		
Contact Telephone Number		
Email Address		