

Can you help to make Hertfordshire the best?

We are seeking a County Training Manager and a Deputy County Commissioner (Adult Support). These are vital and exciting roles. If you are interested and would like to know more, please contact Rikki as soon as possible and, at the latest, by 31<sup>st</sup> July.

Rikki Harrington, County Commissioner  
cc@hertfordshirescouts.org.uk

### **COUNTY TRAINING MANAGER**

The role of the County Training Manager is to manage all aspects of the training process for adults within the County and to recommend the award of wood badges. The role is that of a manager/facilitator rather than a trainer/presenter, although if the CTM wishes to present training as well, that's fine.

#### **Main aspects**

- Work with CC (or DCC (Adult Support)) to determine, review and maintain the appropriate structure for management and support of training opportunities.
- Act as line manager for those involved in the management, delivery and administration of training.
- Liaise with District (Through LTMs) and County Appointments Advisory Committees to ensure that people are assigned a Training Adviser.
- Plan and ensure the delivery of the training provision so that all adults in Scouting have access to suitable training opportunities.
- Ensure that people involved in training are suitably qualified and effective.
- Ensure that administration of training is completed efficiently and effectively.
- Ensure that the recommendation of Wood Badges is carried out.
- Implement The Scout Association's Training Policy and procedures.

#### **Suitable people will be**

- Familiar with the Scout Association's Training Scheme
- Friendly and sympathetic to the needs of volunteers
- Good at interpersonal skills
- Well organized, good communicators, quick responders.

#### **Note**

One possible model is to separate the running of training courses from the management of LTMs and TAs. The CTM would be at liberty to implement such a model.

## **DEPUTY COUNTY COMMISSIONER (ADULT SUPPORT)**

The role of the DCC (Adult Support) is to develop and implement policies and practices that support adults in their roles and hence encourage their development and retention.

### **Main aspects**

- Help appoint, co-ordinate and review the work of the County Training Manager, Active Support Coordinator, Special Needs Adviser, Safeguarding Awareness Coordinator, Troubleshooting Adviser.
- Seek and spread best practice as regards adult support.
- Be aware of support resources from Gilwell.
- Establish a pastoral support mechanism for all adults who want it.
- Establish a shadowing system whereby interested Young Leaders and Network members can learn what is involved in adult leadership roles at Section, Group, District and County levels.
- Be a member of the County Executive and Standing Committees.
- Meet at least once per term with other DCCs and the CC to review and implement the County Development Plan.
- Deputise for the County Commissioner as requested.

### **Suitable people will be**

- Friendly and sympathetic to the needs of volunteers
- Pragmatic rather than dogmatic
- Good with interpersonal and communications skills
- Well organised
- Innovative
- Good with knowledge of the structure of Scouting.