

Recruiting Special Needs and Inclusion and Diversity Advisers.

Background

We are recruiting advisers to support our volunteers and youth members throughout the County.

Whilst special needs, inclusion and diversity can be seen as separate areas, the boundaries between them are not distinct. As such, our aim is to recruit one team that works together rather than two teams with an artificial boundary.

This team of advisers will be managed by the Assistant County Commissioner – Inclusion and Diversity and sits within the remit of the Deputy County Commissioner – People.

We have provided two role descriptions which are quite similar.

Who Should Apply?

At this stage in the team's development, we're looking for applicants who already have knowledge and experience in one or more of the areas of inclusion, diversity and special needs. This can be within Scouting, in your family or the wider community. You don't need to be a current member of Scouting.

The Adviser role is non-uniformed and requires the role holder to be at least an Associate Member. There is some core training required (a subset of what an existing member will have done already) and we ask for a commitment to validate (or revisit) the Scouting for All and Additional Needs modules.

We ask that applicants can show that they have sufficient time to commit to the Adviser role and that it will have limited impact on their other roles.

How to Apply

- Please read the role descriptions attached and the Scout Association's web pages on Inclusion, Diversity, Special Needs and Reasonable Adjustments (available at <https://www.scouts.org.uk/volunteers/inclusion-and-diversity/>)
- Complete the online application form at <https://forms.gle/7gTRrUagdBm13Td58>
- We'll have a brief conversation with you by phone.
- Once the closing date for applications has passed, we'll follow that up with an interview of about 30 minutes. This should not require any preparation other than what's been noted above.
- We will communicate decisions after all of the interviews have been completed and intend that this will be within two weeks of the closing date.

The deadline for applications is **5pm on 28th November**.

If you have any questions, please contact us via recruitment@essexscouts.org.uk . Please include a phone number as it may be easier to call you rather than respond by e-mail.