

Overview

We strongly encourage Scout Groups to adopt a proactive attitude and to undertake a systematic approach to adult recruitment. A useful toolkit for this was produced by World Scouting and can be found on their website www.scout.org -> Library -> Volunteers in Scouting Toolkit 2.

When recruiting adults, you should use a clear job description to set out the role and responsibilities which they are expected to undertake. A positive attitude and approach are important factors in the adults we recruit, if they have this they can learn the skills and acquire the knowledge required for their role through training and mentoring.

Relevance to you

You should meet with all interested volunteers to ensure you understand the extent to which they are prepared to be involved and to determine their suitability.

Some traits we might look for in our adults include:

- Ability to communicate and interact with young people
- Interest in the development of young people
- An understanding of acceptable boundaries in working with young people, including conversation, smoking, drug and alcohol etc.
- Ability to work with other adults as part of a team
- Good communication skills
- A commitment to ongoing personal development and training
- Open and positive approach and attitude
- A belief in Scouting; it's Aims, Method, Principles, Promise & Law

If they need some convincing you might point out the scope for personal development, adventure, fun and the unique opportunity to work as part of a team with other adults and young people together.

Once you are satisfied that they are willing to volunteer and that they seem suitable you should commence the induction process.

Useful documents and publications

Recruitment / PR Leaflets

www.scouts.ie -> Adult Resources -> Recruitment

www.scout.org -> Library -> Volunteers in Scouting Toolkit 2

Group Leader Handbook - 050 Welcoming Adults to Scouting (Induction)

Information Booklet - Welcoming Adults to Scouting (Induction)

Where to get help

The County Commissioner should be your first point of contact for any support which you might need, the Group Support Facilitator and the Provincial Support Officer may also be called upon for assistance.

Other Group Leaders in your Scout County and other Scouters in your Scout Group may have knowledge and/or experience you could draw on if required.

You can contact Scouting Ireland's National Office on 01 495 6300 if you require any advice during normal office hours. You can also use the same number on Monday night's between 7pm and 9pm to contact a member of the National Adult Resources Committee.