



It starts with Scouts.

Tout commence  
avec les Scouts.



**3<sup>rd</sup> Ottawa Scout Group**  
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Nov 2022

### Group Resourcing Scouter

**GOAL: Fill all defined Group and Section roles with talented, capable volunteers who can complete and benefit from the Scouts Canada training, as well as create and operationalize succession plans for Section and Group level roles.**

Role:

- Communicate with Section Scouters to determine Section volunteer requirements
- Seek out and engage new volunteers for the group.
  - o Leverage parents, but also parent networks, grandparents and relatives
  - o Community members seeking to work with and benefit youth
  - o Youth and adults over 18 who can benefit from the Scouting volunteer experience.
- Source applicants through online and in-person channels and professional or community networks
- Compile lists of most-suitable candidates by assessing CVs, references and in-person informal interviews
- Assist Section Scouters with finding the right volunteers for their Sections
- Provide input to ensure teams consist of diverse, qualified individuals.

Skills / Deliverables:

- Persuasive, strong communicator, engages easily with people
- Engage with section teams to drive 'micro-volunteering' approach
- Effective handoff of new volunteers to Volunteer Coordination & Development Scouter
- Regular reviews with volunteers to determine how they are doing and what else interests them
- Report activities regularly to the Group Committee
- Make clear to the volunteer the benefits of training / certification required
- Background / career in HR a plus

Procedures / Policies

- Employ the [Volunteer Screening Procedure](#)
- Follow the [Volunteer Screening Policy](#)
- Enable Sections to adhere to the [Supervision Guide for Scouting Activities](#)
- Follow the Scouts Canada [Human Resources Policy](#)

Approximate Volunteer Time: varies over the course of the year, 3-4 hours per week

Tim Welch  
Group Commissioner