



The Springbok Award is the highest award achievable by any Scout in South Africa. The completion of all requirements for the Springbok Award must occur before the Springbok Candidate's eighteenth birthday.

Once all the requirements of the Springbok Journey have been successfully completed, the Springbok Candidate is required to present themselves to the Springbok Award Interview Panel.

The Springbok Award Interview should take place *within one month* of the Scout completing all the requirements for the Springbok Award.

It is preferable that the Springbok Award Interview is concluded *before* the Springbok Candidate turns eighteen. However, the interview may take place *within one month* after the Springbok Candidate's eighteenth birthday.

The Springbok Award Interview is the final task a Springbok Candidate undergoes before being considered for the Springbok Award. The interview should be seen as an assessment of the Springbok Award Journey, a review of the Scout's Scouting career thus far, and where their path in life may lead them going forward.

The Springbok Award Interview Panel Chair informs the Springbok Candidate, formally in writing via email, of the arrangements for the Springbok Award Interview, venue, date and time. The Springbok Candidate is requested to attend the interview in full Scout uniform and to bring along their Springbok portfolio, (Expedition Log, photographs, and any other Springbok Reports on Activities) for the Panel to view prior to / during the interview. The Springbok portfolio can either be in a hardcopy or electronic format.

The Springbok Award Interview Panel interviews the Springbok Candidate, recording their comments and recommendation on the Springbok Award Application.

The Springbok Award Interview is a Regional responsibility, and the Region appoints a Springbok Award Interview Panel for this purpose. The members appointed to this Panel is a good balanced representation of Adult Leaders within the Region who have a wealth of Scouting experience and may include a representative from the community.

The Springbok Award Interview is chaired by the Regional Team Coordinator Scout Programme, or nominee, who, along with the other Panel members, is responsible to ensure the consistent evaluation and required standard of the Springbok Award is met by each Springbok Candidate within the Region.

When reviewing a Springbok Award Application, the Panel reviews the Springbok Candidate's Springbok Journey and makes their recommendation through the RTC Scout Programme to the Chair: National Scout Programme as to whether the Springbok Candidate is a worthy recipient of the Springbok Award.

The Panel assesses the Springbok Candidate's performance in the successful completion of all Springbok requirements (thus the request to the Springbok Candidate to bring their Springbok portfolio to the interview) and in meeting all challenges of the Springbok Award.

In addition, the Panel discusses with the Springbok Candidate the contribution that they have made / will make in the future to the Scout Movement and the greater community.

The Panel also provides the Springbok Candidate with suitable guidance and options to consider furthering their Scouting Journey, be it in a role as an Assistant Troop Scouter and/or as a Rover.

Springbok Award Interview Panel

The Springbok Award Interview Panel is composed of at least four but not more than six members. Members of the Panel are appointed by the RTC Scout Programme and serve under their existing warrant. These members have an understanding of the importance and purpose of the Springbok Award Interview.

Troop Scouters, Assistant Troop Scouters, relatives or guardians of the Springbok Candidate may not serve as members of the Panel. In no case should a relative or guardian of the Springbok Candidate attend the interview, either as a participant or observer.

The contents of the Springbok Award Interview are confidential, and the proceedings are not disclosed to any person who is not a member of the Panel.

The Panel is chaired by the RTC Scout Programme.

Where there is no RTC Scout Programme, the Regional Commissioner, or an appointed nominee, chairs the interview.

Mandatory Members of the Panel:

1. *RTC Scout Programme* (Chair)

or Regional Commissioner, or nominee, if there is no RTC Scout Programme.

2. *A District Commissioner*

(Preferably not from the Springbok Candidate's District).

3. *A Rover Scout*

(Preferably a Springbok Scout and Crew Chairperson)

or RTC Rover Programme if a Rover is not available.

4. *A Springbok Scout* who received their Springbok Award within the past five years.

(Preferably a young Adult Leader over 21 years and not from the Candidate's Scout Troop)

The Springbok Candidate's Troop Scouter is invited to attend the interview, unless the TS is parent of the Springbok candidate. However, the Troop Scouter is purely in attendance as an observer and in a support role to the Candidate and does not form part of the Panel.

Suggested Additional Members of the Panel (not more than two):

1. *District and/or Regional Springbok Co-ordinator or Specialist Springbok Examiner*

2. *RTC Adult Leader Training*

3. *RTC Rover Programme*

4. *A member of the National Scout Programme Team in the Region.*

5. *Chair: National Scout Programme* (via online meeting platform)

6. *A leading member of the community* - School Principal, Church Leader, Local Community Councillor etc.

Springbok Award Interview Venue

The Springbok Award Interview can be conducted either in-person or online.

If the interview is conducted in-person, the venue is preferably at a Scout meeting facility. Ensure that the meeting place is set up in a formal manner, around a table, and that the venue is clean, well presented and professional. The chosen venue is suitable and conducive to a formal meeting / interview.

If the interview is conducted virtually on an online meeting platform, the same basic rules apply as above (perhaps not all attendees at a Scout facility).

If conducted online, the Panel Chair is responsible for sending out the online meeting requests to all meeting participants.

Virtual Meeting Etiquette Rules to Remember

1. Wear your full Scout uniform.
2. Test your connection, screen, camera view and equipment one hour prior to the meeting.
3. Choose a room with a clean background wall and good lighting.
4. Ensure that your camera is ON during the entire interview.
5. Use a headset to minimize background noise.
6. Mute yourself unless you're talking.
7. Keep your hands off the keyboard.
8. Look at the camera and speak clearly.
9. Give your full attention – don't get up and wander off.
10. Don't interrupt – put up your hand, the Panel Chair will invite you to speak.

Springbok Award Interview Dress Code

The Springbok Award Interview is a formal Scout meeting and all members of the Panel as well as the Springbok Candidate should wear full Scout uniform (unless a lay member from the community). This applies to both the in-person interview as well as an online interview.

Pre-Interview Panel Meeting

The Panel members need to convene for 15 to 30 minutes prior to interviewing the Springbok Candidate. The purpose of meeting before the actual interview is to:

1. Allow the Panel Chair an opportunity to brief the Panel on the purpose and modus operandi for the interview.
2. Review the prospective Springbok Scout's Springbok Application
3. Read through any reference letters and the Springbok Candidate's Springbok portfolio and any other important documents.
4. Become thoroughly familiar with the three major Springbok Projects, (Expedition, Community Service, Major Project), by assessing the final logs / reports and any available photographs.
5. Review these Springbok Award Interview Guidelines to help formulate pertinent questions.

During this initial meeting, the Panel Chair makes sure everyone is introduced to one another, discusses with the Panel the protocol, method and approach to the interview, sees that everyone has an opportunity to review the Springbok Portfolio documents and determines that all understand the purpose of the Springbok Award Interview.

1. The Panel is assured of the Springbok Candidate's participation in and understanding of the Scouting programme.
1. The Panel attempts to determine the Springbok Candidate's attitude toward and acceptance of SCOUTS SA values (Scout Law and Promise).
2. Be sure the Springbok Candidate recognizes and understands the value of Scouting at home, in the Troop, school and community.
3. A thorough discussion of the Springbok Candidate's successes and experiences in Scouting must take place.
4. The Panel determines that the Springbok Projects were successfully carried out and that all requirements of the Springbok Award have been met.
5. The Panel makes sure that good standards of performance have been met in all phases of the Springbok Candidate's life.
6. A discussion of the Scout Promise and Law is in keeping with the questioning.

The following guidelines must be kept in mind during the questioning of the candidate:

1. The review is not an examination; the Panel does not test the candidate.
2. However, the Springbok Award Interview does not "rubber stamp" the approval process. Appearance of the candidate before the Springbok Award Interview Panel does not mean automatic attainment of the Springbok Scout Award.
3. The Springbok Candidate is encouraged to talk so don't ask questions that can be answered with a simple yes or no.

The Springbok Award Interview

The goal is to understand the Springbok Candidate's full Scouting experience, and how others can have similar meaningful Scouting experiences. Scouting principles and goals should be central to the Scout's life; look for evidence of this.

Although the Springbok Scout is the final advancement rank, the pinnacle of a Scout's achievement as a Youth member, this is not the end of the Scouting trail; "Once a Scout, always a Scout". Explore how this Springbok Scout will continue with Scouting activities, and continued service to home, Troop, Church, and Community.

The Springbok Award Interview is conducted in a formal manner and the tone of a Springbok Award Interview is friendly and positive.

This interview is more than likely the first formal interview that the Springbok Candidate has ever attended, and it may be quite daunting for the Candidate. Make the Candidate feel relaxed, the interview is supposed to be a conversation, not a test. We do not want a Scout who is presumably already nervous being in a room with adults facing an inquisition!

The purpose is to ask questions that give the Springbok Candidate an opportunity to showcase their talents and ability. Questions related to Scouting that make the Candidate do some thinking are also appropriate.

There is no set length of time for a Springbok Award Interview. However, 15 minutes is probably too short, and more than an hour is probably too long. The approximate time for this Springbok Award Interview should be 30 to 50 minutes with a maximum of an hour.

Once the Springbok Candidate's Springbok portfolio and any other important documents, final logs / reports and any available photographs and these interview guidelines are reviewed, the Troop Scouter is asked to bring the Springbok Candidate in to the interview and introduce the Candidate to the Panel (as a courtesy the Panel members should stand).

The Troop Scouter is then invited to remain as an observer and may be called upon to clarify a point in question during the interview.

The Springbok Candidate is asked to begin the Springbok Award Interview by reciting the Scout Promise. Remind the Candidate that the first line of the Promise is "*On my honour I promise that I will do my best*". The Candidate is expected to be honest and truthful in their responses to the questions asked during the interview and to do their best!

Introductions are essential, and a few ice-breaking questions may be appropriate. At this point, the Panel Chair introduces the members of the Panel to the Springbok Candidate and explains the order of events and process of the Springbok Interview Panel as well as the confidentiality of the discussion held during the interview.

Suggested Springbok Award Interview Questions

You may use the questions below. These questions are a guide to the type of questions to be asked during the Springbok Award Interview. All the questions do not have to be asked, and feel free to add/use any other appropriate questions.

I know! There's no way you can ask 25 questions during a Springbok Award Interview. But we have included this many in the hope you find a few you hadn't thought to ask.

Do not read the question like a script! (You don't have to read the question out at all – use your own words) Try and keep the interview questions flowing freely, like a natural conversation.

Please note that each Springbok Award Interview is unique and is dependent on the responses received from the individual Springbok Candidate.

1. Ask the Springbok Candidate to introduce themselves (keep it brief).
Tell the Panel a little about yourself, and outline your Scouting career to date, your Springbok Journey, some of the highlights, your greatest life experience etc.
2. Why did you join Scouts in the first place? And what motivated you to start your Springbok Journey and decide to become a Springbok Scout?
3. What did you enjoy most about your Springbok Journey?
Which was your favourite Springbok Activity to complete and why?
4. Did you experience any challenges whilst working towards your Springbok?
If so, what were they, and how did you overcome these challenges?

5. What life skills have you developed/honed during your Springbok Journey?
6. Do you believe that Scouting has developed you spiritually, mentally, socially, and physically? Explain why you think so.
7. Do you think that you benefited from taking on the challenge of the Springbok Journey? And, if so, how did it benefit you? What did you learn?
8. What do you believe is the most important thing that you have learnt at Scouts?
(Steer the Springbok Candidate to answer 'The Scout Promise and Law')
9. What is your X (choose any law) Scout Law? And your X (choose another) Scout Law?
10. Which Scout Law was the hardest to follow during your Springbok Journey? And why?
11. Do you try to live your life by the Scout Promise and Law every day?
12. Why do you think that the Promise and Law are so important?
And do you think that you will carry them forward with you into your future life and career?
13. Who is your 'Scouting Hero', the person you look up to and who has had the most influence on you during your Scouting career in achieving your Scoutcraft, Interest and Advancement badges and ultimately your Springbok Scout?
14. What do you understand by the Patrol System and how did this system help you in getting this far towards achieving your Springbok Award?
15. How did your Springbok Journey positively impact the other Scouts in your Troop?
16. Do you think that you are a 'Scouting Hero' to younger Scouts? Do you believe that you set a good example and have been a positive role model to the younger Scouts?
17. Who is the next Scout in your Troop to start their Springbok Journey?
And what do you think is your responsibility to that Springbok Candidate?
18. Looking back on your own Springbok Journey; if you could, what, if anything, would you change in your execution of the Springbok Tasks and Activities?
19. What advice would you give to any future Springbok Candidates who are starting out on their Springbok Journey?
20. What is your responsibility to your Troop and the Scout Movement now that/once your journey as a Scout is over?
(Encourage the Springbok candidate to 'give back' to the Troop / Scout Movement)
21. What are your future plans in Scouting?
(Remember, Rovers is the next step on the Scouting trail, but if Scout wants to become an Adult Leader encourage them to do so)

22. What are your future life plans? (School, studies, working)
Do you think that your Scouting career has made you a better citizen and prepared you for life, and that Scouting may have played a role in your choice of future life plans?
23. If you could change one thing in Scouting, what would that be?
In your opinion, what aspects of the Scout Programme can be improved?
24. Do you deserve to be a Springbok Scout? (Yes / No)?
And why do you think so?
Why should this Panel put in a motivation for you to receive your Springbok Award?
25. Do you have any questions that you might like to ask the Panel?
26. Do you have anything else that you would like to add that may enhance your Springbok Scout Application and assist the Panel with their motivation of your Springbok Award?
27. Lastly, did you have FUN in completing your Springbok? What is the one Scouting memory that is going to put a smile on your face?

These are by no means the only questions that may be asked. They are merely examples to be used as a springboard to other questions and further discussion.

Please do not assume that you are to ask only these questions and consider the interview complete. Keep an eye on the time, but the interview should come to a natural conclusion as each Panel member runs out of questions and once the Panel is satisfied that they have a good understanding of the Springbok Candidate and are able to make an assessment as to whether they qualify as a Springbok Scout.

At the end of the Springbok Award Interview and review of the Springbok Candidate's Springbok Journey, the Candidate and the Troop Scouter are requested to leave the room while the Panel members discuss the acceptability of the Candidate as a Springbok Scout and deliberate as to whether or not they found the Candidate to be a worthy recipient of the Springbok Award.

Because of the importance of the Springbok Scout Award, the decision of the Panel must be unanimous.

Upon completion of the deliberations and consideration, the Springbok Candidate is asked to return, and the Panel Chair informs the Candidate of their decision as to whether they will recommend to National that the Candidate should / should not be awarded the Springbok Award.

If the Springbok Candidate is found unacceptable and not worthy of the Springbok Award, the Candidate is immediately told the reasons for failing to qualify.

If the Springbok Candidate meets the requirements, the Candidate is informed that the Panel will recommend them for the Springbok Award.

The Panel Chair explains to the Springbok Candidate that as the Springbok Award is a National Award as such it must be ratified and endorsed by the Chair: National Scout Programme prior to confirmation that the Springbok Award Application is successful, and that the Candidate will be notified in due course.

Immediately after the interview, and after the Springbok Award Application has been appropriately completed and signed by the Panel Chair and the '*Recommendation / Comments from the Springbok Award Interview Panel*' are completed on the application, the RTC Scout Programme will forward the application to the Chair: National Scout Programme with the Panel's written recommendations and motivations.

The application must reach the Chair: National Scout Programme within seven days of the Springbok Award Interview having taken place.

The Springbok Award Application must be received by the Chair: National Scout Programme within a *maximum* of six weeks (42 days) after the Scout's eighteenth birthday. Any application received after the six-week period will not be considered.

The Chair: National Scout Programme endorses the application and will make the final decision on the approval of the Springbok Award and inform the Region of the National decision, and only then is the Springbok Candidate informed of the outcome.

Should you have any queries on the above process, please send an email to SCOUTS South Africa info@scouts.org.za.