



Springbok Award: Interview Panel Practice Notes

Introduction:

The Springbok Award is the highest achievement a Scout can be awarded. The Springbok interview is the final task a Scout undergoes before they can be considered for the award. The interview should be seen as a review of their Scouting career so far, and where their path in life will lead them next.

When reviewing a Springbok Award application, the panel should provide the candidate with suitable options to consider to future their journey in Scouting, be it in a role as a Scouter and/or as a Rover.

Springbok Panel Committee Responsibilities:

The Springbok Panel in a Region is responsible to ensure the consistent evaluation of the Springbok award by each candidate. The committee should preferably be chaired by the RTC -Scout Programme. Each Region should appoint a balanced panel for the interview and review and make their recommendation of Springbok Awards to the

Chair: National Scout Programme, via the RTC- Scout Programme.

The committee members appointed to this panel should represent a breadth of experience in Scouting and include a representative from the community. The committee should assess the individual's performance in meeting all challenges of the Springbok award and their contribution to Scouting and the community.

A full functioning Springbok Panel should accomplish the following:

- Recruit committee members to fulfil the responsibilities described below and achieve the Springbok Panel objectives.
- Provide support for District's and Group's for Springbok candidates.
- Provide Scouters and District Commissioners with ongoing training to maintain awareness of updated procedures, best practices and details related to the Springbok programme.
- Support and promote the Springbok award scheme for advancement
- Determine, according to OR and the Scout Trail consistent and appropriate methods for approving Springbok projects.
- Establish suitable procedures for appeals and time-extension requests.
- Review Springbok requirements/ projects to ensure relevance or improvements.
- Follow proper procedures for considering special needs cases involving alternative requirements for physically and mentally challenged candidates.
- Notify the National Marketing Manager to recognise the Springbok achievements in each region and for further marketing opportunities.

Springbok Interview Panel:

The following is a guideline as to who should be on the panel and how many people should constitute the panel for the interview. The RTC- Scout Programme should chair the panel (Where there is no RTC- Scout Programme, the RC or their appointed nominee should be the Chair). The panel should be a **minimum of four members** with a **maximum of six members**. The following members could form part of the panel:

Mandatory Members of the Panel:

1. RTC – Scout Programme (Chair) or Regional Commissioner if there is no RTC Scout Programme.
2. A District Commissioner (Not from the Springbok candidate's District).
3. A Rover (preferably a Crew Chairperson) or RTC – Rover Programme if a Rover is not available.
4. A leading member of the community - School Principal, Church Leader, Chair of a sports club, community forum etc. Selected for each occasion

Suggested Additional Members of the Panel (not more than 2):

1. District and/or Regional Springbok Co-ordinator or Specialist Springbok Examiner
2. A member of the National Scout Programme team in the Region.
3. RTC – Adult Leader Training.
4. RTC Rover programme
5. Additional community member.

The Springbok candidate is invited to bring their Troop Scouter, the Troop Scouter is purely in attendance as a support role and does not form part of the panel.

Upon completion of the interview the RTC-Scout Programme will forward the candidate's application to the Chair: National Scout Programme with the committee's written recommendations and motivations. The Chair: National Scout Programme will make the final decision on the approval of the award. The feedback will always be provided to the RTC- Scout Programme or the Regional Commissioner.

The Panel shall meet at least twice a year to review candidates or conduct reviews of the Springbok requirements/assessments. Members of the committee shall be appointed by the RTC- Scout Programme and shall serve under their existing warrant.

Presentations:

The badge presentation shall be conducted as soon as possible after the Award has been approved. This shall be done in conjunction with the candidate's wishes for the presentation. The award is presented by the candidate's choice of presenter, and the RTC-Scout Programme should be present at the Springbok awards ceremony. The Springbok certificate may be presented at a Regional Annual Springbok Parade.