



SCOUTS AUSTRALIA POSITION VACANCY

National Rover Council – External Review Consultant

18th February, 2019

Are you passionate about effective youth engagement and do you have experience in governance systems?

If so, this role may be for you!

The National Rover Council (NRC) is looking for a person/s to take on the role of a consultant to review the NRC, its functions, and its structures. This person, or group of people, must not be currently involved with the Rover Scout section, although may have been in the past.

Background:

At the 2019 NRC Conference, a series of systemic issues facing the Council were identified, including:

- Information loss between Branch Rover Council (BRC) Chair, Delegate and NRC Executive terms;
- A perceived low return-on-investment for stakeholders, including BRCs and grassroots Rover Scouts;
- A disconnect between the Council's outcomes and the aims of the Councils itself, as set out in its by-laws;
- Inefficiencies in the Council's processes;
- Difficulties in communication internal and external to the Council;
- The Council's ineffectiveness in acting on the outcomes of internally-conducted reviews; and
- Decreasing levels of engagement with the Council.

As a result of this, it was the decision of the NRC at its January 2019 conference to engage a consultant who is external to the Rover Scout Section to undertake a review of the NRC, its function, and its structures.

Purpose:

The purpose of this review is to improve the effectiveness of the Council and its governance structures in order to deliver better outcomes for Rover Scouts in Australia.

Who:

The NRC is seeking someone, or a group of people, preferably with both Scouting knowledge and experience in a consultancy/advisory role, to undertake this review of the NRC.

Knowledge of the Rover Scout section is desirable, but not essential. Corporate experience in youth involvement, change management, or organisational structures will be beneficial in this role, as will any experience working in a team which meets remotely/rarely in person.

As this is an externally-conducted review, the person/s must not currently be involved in the Rover Scout section as either a youth member or an advisor.

Scope:

The following items should be explored through this review:

- The NRC structure (NRC Executive, BRC Chairs, Delegates, etc.);
- NRC Communication platforms and systems;
- The ways in which the Council meets (online and in person);
- Document management systems;
- NRC Project management practices;
- NRC By-laws and governance documentation;
- NRC voting systems; and
- The functions of the NRC as set out in the NRC By-laws.

Deliverables:

A comprehensive report containing a series of recommendations for the above items are to be compiled and presented to the NRC Council upon completion of the review. The background and evidence which underpins these recommendations are an essential inclusion in this final report.

In addition, interim (maximum 6-monthly) updates are to be presented to the Council throughout this process.

Clear communication on the progress of the review must be maintained between the consultant and NRC Executive throughout this process.

Timeframe:

The final report and recommendations must be presented by the 2021 NRC Conference (January/February) at the latest.

There is flexibility within this role to finish and present the final report before this time. This is dependant on the consultant's planned project timeline and milestones.

Cost:

This is a volunteer role. However, the Council is willing and able to provide funding for activities and travel where required, subject to approval by the Council of the time.

Interested? Here's how you can apply!

Groups or individuals should please submit an expression of interest, containing:

- Curriculum Vitae (Scouting and Professional)
- A statement addressing:
 - Why you are interested in this role;
 - What you hope to achieve through this review, and any strategies you will use;
 - Why you are the right person for this role;
 - What previous experience you have which will assist with this role; and
 - When you wish to have this completed by (note: the 2021 NRC Conference is the latest possible date).
 - **A strict maximum of two (2) A4 pages will be accepted for this statement.**
- Two (2) referees, with one referee being from a Scouting person.

Applications should be sent to the NRC Chair by email at nrcchair@scouts.com.au and are **due at 11:59pm AEDT on the 29th of March, 2019.**