



## SCOUTS AUSTRALIA - ROLE DESCRIPTION

### DEPUTY CHIEF COMMISSIONER OF AUSTRALIA

|                      |   |
|----------------------|---|
| <b>Role title</b>    | Deputy Chief Commissioner of Australia  |
| <b>Business unit</b> | National Team   |
| <b>Reports to</b>    | Chief Commissioner of Australia   |
| <b>Role level</b>    | Uniform role, National Commissioner Rank, volunteer position  |
| <b>Appointment</b>   | The appointment is for a fixed term of up to 3 years or until the appointee reaches their thirtieth birthday whichever occurs sooner. |

*Scouts Australia is a Child Safe organisation. Scouts Australia is inclusive of all, regardless of gender, sexuality, race, religion, or abilities and does not tolerate any form of harm, abuse or neglect.*

#### OBJECTIVE

The aim of Scouting is to encourage the spiritual, physical, intellectual, emotional, social and character development of young people to enable them to become resilient, self-confident and responsible citizens.

This is achieved through an active, adventure-based program, which develops initiative, teamwork and leadership skills so young Australians can attain their full potential, both as individuals and members of their local, national and international communities.

This role is intended to provide a development opportunity at a National level for a young adult member.

Scouting is the largest non-formal educational youth organisation in the World with over 50 million members. In Australia, Scouting has a membership of approximately 70,000, of which approximately 50,000 are youth members or young adults with the remainder being older adults supporting the delivery of the program.

#### ROLE OBJECTIVE

Scouts Australia is one of the 170 members of the World Organisation of the Scout Movement (WOSM).

Reporting to the Chief Commissioner of Australia the Deputy Chief Commissioner will in conjunction with the Chief Commissioner of Australia ensure the smooth and efficient running of the organisation. The Deputy Chief Commissioner will Chair virtual meetings of Branch Youth Council representatives and the Branch Commissioners Youth Empowerment.

At all times this position will demonstrate behaviours in accordance with Scouts Australia aim, principles and Association values and will adhere to the Adult Code of Ethics and Code of Conduct.



## KEY STAKEHOLDERS

- National Team Members
- National Appointments
- Branch Chief Commissioners
- National Executive Committee
- National Operations Committee
- Chair of the National Executive Committee
- National General Manager
- Deputy National Commissioners and National Rover Council Chair

## ROLE RESPONSIBILITIES

### Delight Stakeholders

- Adopt a pro-active and flexible approach to stakeholders at all times
- Support & collaborate with stakeholders
- Support & collaborate with the cohort of Under 30 members of the National Team

### People Leadership

- Provide strong, inspirational leadership and build a team of successful youth and adult volunteers capable of developing the Movement in Australia.
- Work with the volunteers of the Association's Branches to implement policies and programs agreed to by the National Association.
- Represent Scouts Australia at functions and meetings as directed by the Chief Commissioner of Australia at both National and International Level.

### Advocacy of Scouting and Youth Issues in Australia

- Promote the Scout Movement in the wider community by networking with, and making strategic alliances with other community volunteer organisations.
- Ensure Scouts Australia provides proactive advocacy on youth issues to Federal and State Governments and to the community.

### Values

- Demonstrate role modelling behaviours which are aligned with Scouts Australia's Code of Conduct, Code of Ethics and Adults in Scouting Policy.
- Demonstrate respect and equity to all.
- Demonstrate collaboration, consultation and a one team approach

### Strategy and Operational Management

- An unequivocal belief in the Mission, Values and Fundamental Principles, of the Scout Movement and be, or be prepared to become a uniformed adult member of the Association.
- An ability to relate with youth and young adults (6-25 years of age) and be able to effectively connect with the greater non-Scouting public and community in a way that progresses the Scouting message, direction and image.
- Actively contribute to the broader Scouts Australia strategy.

- Represent Scouts Australia at selected international events, conferences and forums.
- The Deputy Chief Commissioner will Chair virtual meetings of Branch Youth Council representatives and the Branch Commissioners Youth Empowerment.
- Attend meetings of the National Training Committee, National Adults in Scouting Committee, National Youth Program Committee, and the International Committee as requested by the Chief Commissioner of Australia
- Attend other relevant National Committees as required

### Managing Relationships

- Proactively manage stakeholder relationships, especially close collaboration with the Chief Commissioner of Australia, Chair of the NEC, the National General Manager and the National Commissioners.
- Develop and manage mutually beneficial partnerships with like-minded organisations, as applicable.
- Identify and develop strategic partnerships with Business and Government

### Compliance and Procedures

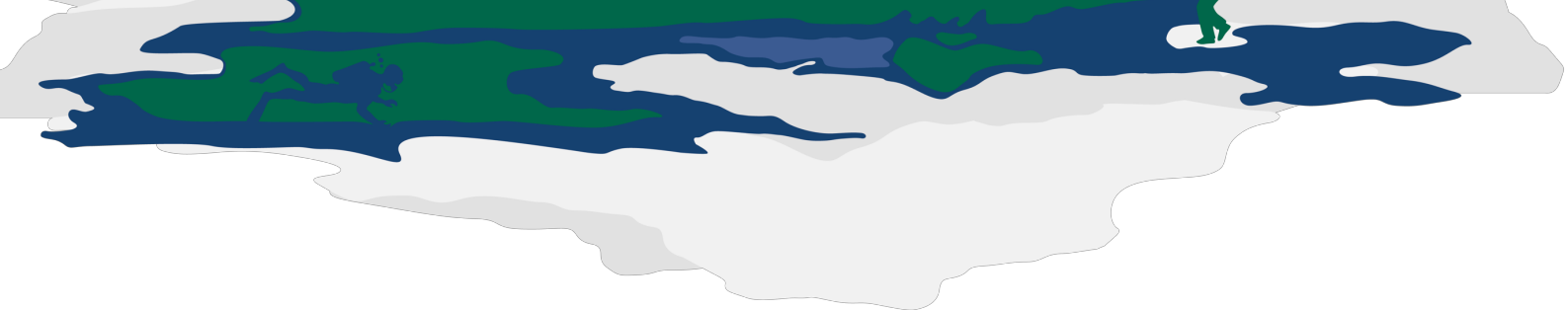
- Comply with relevant internal processes, compliance and any legislative requirements.
- Identify areas of risk/potential issues/ problems and put plans in place to manage and control these to achieve workable solutions.

## STRATEGIC RESPONSIBILITIES

|  |  |   |   |  |
|--|--|---|---|--|
| <b>Growth</b><br>Leadership<br>Governance<br>Resources   | <b>Youth Program</b><br>Fun<br>Challenging<br>Adventurous<br>Inclusive | <b>People</b><br>Leadership<br>Training<br>Skills | <b>Brand</b><br>Recognised<br>Respected | <b>Process</b><br>Plan<br>Do<br>Review |
| <b>Key Performance Measures</b> (to be agreed with Chief Commissioner of Australia)  |  |   |   |  |
|  |  |   |   |  |
| <b>Criteria of the World Organisation of the Scout Movement (WOSM) Global Support Assessment Tool (GSAT) monitored on behalf of the Chief Commissioner of Australia:</b> |  |   |   |  |
| D02  | D08  | D06   | D01                                     | D07                                    |
| D03  |  |   | D04                                     | D10                                    |
| D09  |  |   | D05                                     |  |

## KEY SELECTION CRITERIA/PERSONAL REQUIREMENTS

- Demonstrated success in organisational leadership.
- Experience in working with youth members and adult volunteers to achieve their goals, including nurturing the contribution of young people in leadership and decision making.
- Demonstrated core values, including collaborative and consultative teamwork, respect and care for individuals, inclusiveness, and a commitment to diversity, innovation and creativity.
- Effective verbal and written communication skills (including associated use of ICT) with the ability to communicate with the media, and the wider community.

- 
- An understanding of strategic planning, financial management, and policy development in the context of governance and management of an organization.
  - Knowledge of contemporary HR practices and understanding how adults learn.
  - An understanding and compliance to rules and regulations governing an organization like Scouts Australia including child security and protection and health and safety.
  - Hold a Wood Badge and/or be willing to complete Leader of Adults advanced level training within 12 months of appointment.

### **Behavioural Capabilities**

- Excellent communication and management skills.
- Skills in guiding, influencing and developing relationships of a diverse stakeholder base.
- Developing and using a network of internal and external relationships to help deliver the strategy.
- Clearly conveying information and ideas through a variety of media to individuals and groups in a manner that engages the audience and helps them understand and retain the message.

### **Knowledge/Qualifications/ Experience**

- An unequivocal belief in the Purpose, Principles, Promise, Law and Method of Scouts Australia.
- Knowledge of, and enthusiasm for, the new Youth Program.
- Well-developed interpersonal and team leadership skills.
- The willingness and capacity to devote considerable time to the Association.
- Minimum 3 years' leadership experience in Scouting with at least 2 years operating at a Branch or Region level.
- Experience working with diverse groups of people to deliver results.
- Understanding of change management concepts, methodologies and practices.
- Qualification in a relevant discipline (i.e. Education, Training, HR, and Management) would be highly regarded.
- Hold a Wood Badge and/or be willing to complete Leader of Adults advanced level training within 12 months of appointment.

### **Technology Capabilities**

- A sound understanding of the use of various information and communications technologies, including cloud-based solutions.