



## SCOUTS AUSTRALIA - ROLE DESCRIPTION

### DEPUTY NATIONAL COMMISSIONER INTERNATIONAL

<b>Role title</b>	<b>Deputy National Commissioner International</b>
<b>Business unit</b>	<b>National Team</b>
<b>Reports to</b>	<b>International Commissioner of Australia</b>
<b>Role level</b>	<b>Uniform role, Deputy National Commissioner Rank, volunteer position</b>
<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

The Scout Association of Australia is responsible to promote the objectives of the World Organisation of the Scout Movement (WOSM) through the International programme. The



International Portfolio is the largest of the National portfolios which allows for individuals to take responsibility and ownership of their projects.

Reporting to the International Commissioner of Australia, the primary purpose of the Deputy National Commissioner International is to manage the delivery of key International projects on behalf of Scouts Australia. These projects include:

- Scouts International Student Exchange Program (SISEP);
- Jamboree On The Air / Jamboree On The Internet (JOTA/JOTI);
- Pen-Pals;
- Better World Scouting.

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 Committees
- Senior Branch Commissioner Teams
- Scouts Australia International Team
- National Support Team
- Deputy Chief Commissioner (Under 30), Deputy National Commissioners, and National Rover Council Chair

## ROLE RESPONSIBILITIES

### Delight Stakeholders

- Adopt a pro-active, flexible and engaging approach to stakeholders at all times.
- Support and work closely with the International Commissioner
- Support and collaborate with the National Team
- Support & collaborate with the Under 30 National Team members

### People Leadership

- Lead and chair standing committees for International matters.
- Lead and support the International Team, (as agreed with the International Commissioner of Australia) to ensure that key projects of the International Scouting Program are actively managed.

### Association Values and Culture

Consistently demonstrate behaviours in accordance with the Associations Scout Method and Values, in particular:

- Responsibility for oneself physically, intellectually, emotionally, socially and spiritually
- Contributing to society
- Being a strong role model for others
- Protecting young people from harm or exploitation
- Proactively caring for the environment in a sustainable way
- Demonstrating respect and equity for others
- Valuing the importance of technological innovation to benefit human society.

### Strategy and Operational Management

- Lead the National involvement in major International programs, ensuring the inclusion and achievement of youth program educational objectives.
- Keep abreast of community attitudes, concerns and professional areas of interest relevant to the Australian International Scouting Program.
- Act as a key member of the Scouts Australia International Team and contribute to the broader Scouts Australia strategy.
- Actively contribute to the broader Scouts Australia strategic and operational goals.
- Attend National and International meetings / conferences as required.

### Managing Relationships

- Relate directly to the Branch International Commissioners on International matters, in consultation with and providing information to, the relevant Branch Chief Commissioners.
- Proactively manage stakeholder relationships, especially the close affiliation with Deputy National Commissioner Youth Program.
- Identify mutually beneficial partnerships with like-minded organisations, as applicable.

### Process Improvement

- Drive a process of continuous improvement to ensure that the International Team remains at the forefront of Scouting both locally and on a global Scouting basis.
- Contribute to Scouts Australia International Committees or Task Forces, such as major reviews, including promotion of the International Scouting Program.

### Compliance and Procedures

- Ensure that Australian International activities are evaluated and documented.
- Comply with relevant internal processes, compliance and any legislative requirements.
- Attend required National Meetings (including but not limited to):
  - National Team meetings, three times a year
  - Scouts Australia International Team Conference

Some of these meetings are held virtually while others require face-to-face attendance

## STRATEGIC RESPONSIBILITIES

<b>Growth</b> Leadership Governance	<b>Youth Program</b> Fun Challenging	<b>People</b> Leadership Training	<b>Brand</b> Recognised Respected	<b>Process</b> Plan Do
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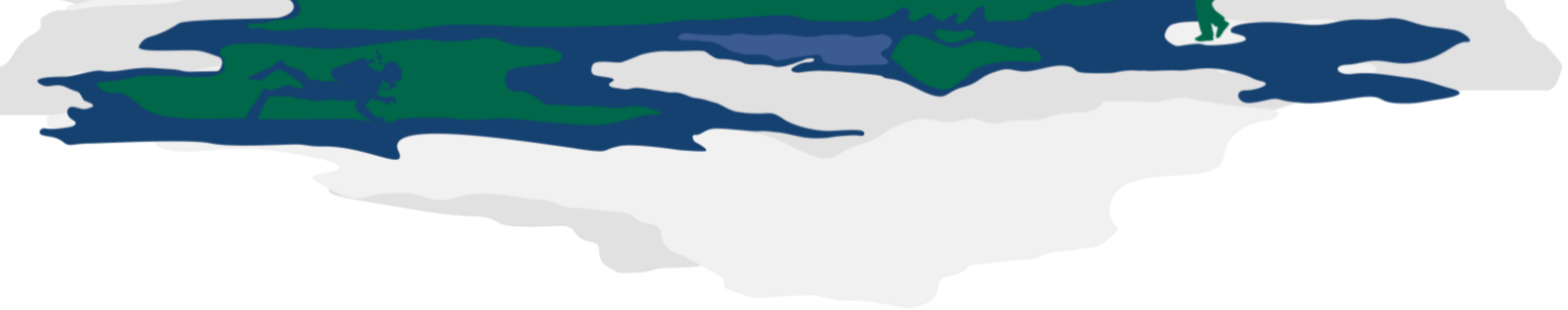
Resources	Adventurous Inclusive	Skills		Review
<b>Key Performance Measures</b>				
<i>Enable the growth in the participation of International Scouting programs.</i>	<i>Deliver a diverse range of international opportunities that leverage the youth program.</i>	<i>Foster the development of young people to assume responsibility for leading International Scouting programs.</i>	<i>Ensure that Australia is well represented in International Scouting programs.</i>	<i>Ensure the integrity of International Scouting programs.</i>
<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<sup>1</sup></b>				
D02	D08	D06	D01	D07
D03			D04	D10
D09			D05	

## KEY SELECTION CRITERIA/PERSONAL REQUIREMENTS

- Well-developed leadership, representational and interpersonal skills - including the ability to develop networks across Scouts Australia and globally.
- Demonstrated high-level of organisational skills and personal motivation.
- Well-developed oral and written communication skills.
- The ability to work inter-generationally with all members of Scouts Australia.
- Proven success in the empowerment of youth to lead.
- An exemplary appreciation of international issues, including the perspectives of different cultures.
- A proven track record in dealing with complex issues and challenges, ideally in an international setting.
- A passion for international Scouting, and the broader contribution it can make to creating a better world.

### Behavioural Capabilities

- Outstanding communication, consultation, engagement and management skills.
- Highly developed skills in guiding, influencing and developing relationships of a diverse stakeholder base, in particular in a volunteer environment and be able to enthuse and inspire people in the achievement of tasks and goals.
- A high level of personal motivation/organisation and the ability to innovate and be creative in achieving desired outcomes.
- Develop and use a network of internal and external relationships to help deliver the strategy and business plan.

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- Respectful towards youth members and their opinions and have the ability to advocate on their behalf.

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

- An unequivocal belief in the Purpose, Principles, Promise, Law and Method of Scouts Australia.
- Sound understanding of, and enthusiasm for the Scouts Australia youth program.
- Well-developed interpersonal and team leadership skills.
- A willingness and capacity to devote considerable time to Scouts Australia
- Minimum 3 years' leadership experience in Scouting ideally at a National, Branch or Region level.
- Hold a Wood Badge and/or be willing to complete Leader of Adults advanced level training within 12 months of appointment.
- Experience working with diverse groups of people to deliver results.
- Knowledge and experience in strategy execution.
- A Degree Qualifications in relevant disciplines such as Education, International Studies, Human Resources, or Management is desirable but not essential.

### **Technology Capabilities**

- A sound understanding of the use of various information and communications technologies, including cloud-based solutions to achieve the outcomes of the Adult Training & Development program, in particular:
  - Microsoft Office
- Microsoft 365 including, OneDrive, Sharepoint and Teams and, a willingness to learn how to use software packages licenced by Scouts Australia including:
  - Scouts Australia Online Event Management System
  - Scout Central and eLearning platform
  - Scout Cloud
  - Youth Program digital system
- An understanding of the Scouts Australia brand book, and graphic manipulation skills are desirable.