



SCOUTS AUSTRALIA - ROLE DESCRIPTION

ASSISTANT NATIONAL COMMISSIONER SUSTAINABILITY

Role title	Assistant National Commissioner Sustainability
Business unit	National Youth Program Team
Reports to	National Commissioner Youth Program
Role level	Uniform role, Assistant National Commissioner Rank, volunteer position
Appointment	The appointment is for a fixed term of up to 3 years

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.

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

*“Youth Program is the **totality** of **what** young people do in Scouting (the activities), **how** it is done (the Scout Method) and the reason **why** it is done (the purpose).”*

The World Organisation of the Scouting Movement (WOSM) has committed to the United Nations Sustainability Development Goals (SDGs) through #Scouts4SDGs and, as a National Scouting Organisation, Scouts Australia has a responsibility to embed these into our youth program and to ensure, as an organisation, we support the success of the SDGs through our practices.

The Assistant National Commissioner Sustainability is member of the National Youth Program Team and holds specific portfolio responsibilities for sustainable development, particularly on environmental and social causes. They will share responsibility for the ongoing development and utilisation of the youth program to ensure that it reflects contemporary Australia and complies with the overarching Youth Program policies and the Better World Framework of the World Organisation of the Scout Movement.



KEY STAKEHOLDERS

- National Commissioner Youth Program
- National Commissioner Adult Training & Development
- International Commissioner and the National Coordinator Better World Framework
- National Advisers for Environment and Diversity & Inclusion
- Branch Environment Commissioners/Teams
- Branch Diversity and Inclusion Commissioners/Teams
- National Youth Program Team
- National Support Team
- Partner Organisations

ROLE RESPONSIBILITIES

The Assistant National Commissioner's core business will be to:

Delight Stakeholders

- Periodically visit major Youth events in Branches as a key representative of Scouts Australia
- Adopt a pro-active, flexible and engaging approach to stakeholders at all times

People Leadership

- Provide support to the Branch Commissioners responsible for Sustainability oversight and build collegial networks of best practice through the mentoring of the two National Sustainability Advisers: Diversity & Inclusion and Environment
 - Support the National Adviser Environment in encouraging Branches of Scouts Australia to maintain and develop Scout Centres of Excellence for Nature, Environment and Sustainability.
 - Support the National Sustainability Advisers in maintaining and developing National partnerships with other sustainability focused organisations (e.g. Landcare, Clean Up Australia) as well as promoting successful local partnerships.
 - Support the National Sustainability Advisers in working with relevant Branch teams to provide support materials for the current and future Scouts Australia sustainability commitments.
- Provide support to the two other Assistant National Commissioners, Youth Program (Program Support and Youth Development) and their Advisers

Association Values and Culture

At all times, demonstrate behaviours in accordance with the Associations Scout Method, Code of Ethics, Code of Conduct 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

- Take an active role embedding WOSM's #Scouts4SDGs commitment into the organisation's strategies, policies and processes
- Represent the NCYP or DNCYP as required
- Lead the development of material to educate Adults in Scouting of the importance of the SDGs and their support of the Youth Program.
- Ensure the WOSM Better World Framework is embedded into the Youth Program specifically focusing on Earth Tribe, #HeForShe and other associated programs.
- Undertake other projects and responsibilities as negotiated with the NCYP

Managing Relationships

- Develop and support relevant Scouts Australia Teams aligned to sustainability to ensure a strong level of understanding and a high standard of achievement
- Be available as a reference person for Branch Sustainability Commissioners
- Demonstrate an interest in youth members and their opinions and be able to advocate on their behalf
- Attend National Meetings (NOC, National Team et. al.) as required
- Attend National Youth Program Team Meetings (three per year)
- Attend online National Youth Program Team Meetings (10 per year)
- Attend online National Diversity & Inclusion Team Meetings (6 per year)
- Attend online National Environment Team Meetings (6 per year)
- Coordinate Sustainability Appointment Team Meetings as required with direct appointments
- Coordinate the National Sustainability Conference, with the National Sustainability Advisers (Diversity & Inclusion and Environment)

Process Improvement

- Assist in the setting of Scouts Australia Strategic plan and vision as it relates to Sustainability and the SDGs
- Lead the advocacy for, and support the NCYP to advocate for, the SDGs within and outside of Scouting and support the development of a more sustainable Scouts Australia

Compliance and Procedures

- Ensure that National Sustainability activities are evaluated and documented
- Ensuring that Youth Program is aligned successfully to the Sustainable Development Goals (SDGs) and #Scouts4SDGs, and the currency of this alignment is maintained
- Identify threats, risks and weaknesses and develop and implement plans to mitigate them
- Comply with relevant internal processes, compliance and any legislative requirements

STRATEGIC RESPONSIBILITIES

Growth Leadership Governance Resources	Youth Program Fun Challenging Adventurous Inclusive	People Leadership Training Skills	Brand Recognised Respected	Process Plan Do Review
Key Performance Measures				
<i>Enable the growth in the membership of the youth sections across Australia.</i> <i>Appropriate policies that ensures the organisation's practices are in line with the community's sustainability expectations.</i>	<i>Support the youth program</i> <i>Assist in the management and development the new Youth Program resources addressing sustainability.</i>	<i>Develop the Sustainability portfolio to build member knowledge, capacity and competence</i>	<i>Drive sustainability practises and policies that ensure Scouts Australia is recognised by government and the wider community as contemporary and in line with the expectations of 21st century Australia.</i>	<i>Ensure that a continuous improvement framework exists to enhance the Sustainability portfolios support to members.</i>
Criteria of the World Organisation of the Scout Movement (WOSM) Global Support Assessment Tool (GSAT) monitored on behalf of the Chief Commissioner of Australia¹				
D02	D08	D06	D01	D07
D03			D04	D10
D09			D05	

KEY SELECTION CRITERIA/PERSONAL REQUIREMENTS

The successful applicant will be able to demonstrate the following:

- Hold a Certificate of Adult Appointment, or be a registered and active Rover Scout;
- Well-developed communication and interpersonal skills with the ability to build collaborative relationships and engage members and external stakeholders;
- Demonstrated experience in the design, implementation and management of volunteer community engagement programs;
- A working knowledge of WOSM initiatives including #Scouts4SDGs and the Better World Framework;
- Strong knowledge of current sustainability issues, locally and globally, with experience developing and delivering programs that address the Sustainable Development Goals (SDGs); and,
- Hold a Wood Badge and/or be willing to complete advanced level Program Support Leader Training within 12 months of appointment.