

**SCOUTS AUSTRALIA**  
**ROLE DESCRIPTION: CHIEF COMMISSIONER OF AUSTRALIA**

<b>Role title</b>	<b>Chief Commissioner of Australia</b>
<b>Business unit</b>	<b>National Team</b>
<b>Reports to</b>	<b>National Executive Committee (NEC)</b>
<b>Role level</b>	<b>Uniform role, Rank – Chief Commissioner rank, volunteer position</b>

*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**

To provide creative, inspirational, and effective leadership, building a team capable of achieving the Movement's strategic goals.

#### **ROLE OBJECTIVE**

Scouts Australia is one of the 173 members of the World Organisation of the Scout Movement (WOSM). Scouts Australia is a Not for Profit organisation, regulated under the Australian Charities and Not-for-profits Commission (ACNC).

The purpose of Scouting is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities.

This is achieved through a program that is adventurous, fun, challenging and inclusive. The program 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 operates programs in all states and territories, delivering its program through a network of almost 2000 Scout Groups, to a total membership of 55,000 youth, supported by 20,000 leaders and supporters.

The program is designed for youth aged from 5-25 years of age. Currently the program is broken down into 5 sections: Joey Scouts (5-7), Cub Scouts (8-10), Scouts (10-14), Venturer Scouts (14-17) and Rover Scouts (18-25).

Leadership and personal development are major features of the program. Each successive section delegates a greater proportion of the leadership, decision-making and management of the program to its youth members under the guidance and support of trained adult leaders in accordance with the Program design.

#### **POSITION DETAILS**

Scouts Australia seeks to recruit a new Chief Commissioner. The initial term is for 3 years, with an optional second 3 years at the discretion of the National Executive Committee and upon the request of the candidate.

The Chief Commissioner is appointed by the Chief Scout of Australia on the recommendation of the National Executive Committee.

The Chief Commissioner is responsible to the National Executive Committee (NEC) for the operational success of Scouts Australia, and works in conjunction with the National Chair and

National General Manager. As with all uniformed positions within Scouts Australia, the position of Chief Commissioner is voluntary. Reasonable expenses incurred on behalf of Scouting will be reimbursed.

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

## KEY SELECTION CRITERIA

- Demonstrated success in executive leadership in a large and complex organisation, with an ability to manage the performance of many teams, people, and projects.
- Experience in working with youth members and adult volunteers to achieve their goals, including nurturing the contribution of young people in national 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.
- The ability to manage complex internal stakeholder dynamics, where stakeholders have conflicting goals but must engage in collective decision-making and execution.
- Highly effective verbal and written communication skills (including associated use of ICT) with the ability to communicate with the media, the wider community, Government and the business community.
- Demonstrated competence in 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 protection and health and safety.

In addition to these selection criteria, it is essential that the successful candidate:

- is able to obtain a National Police Clearance check or relevant Working with Children card (depending on local legislation)
- has an unequivocal belief in the mission, values and principles of Scouting, and is (or is willing to become) a uniformed adult member
- is able to devote significant time each week to Scouting – this is an active management role

## ROLE RESPONSIBILITIES

### Leadership:

- Provide creative, inspirational, and effective leadership, building a team capable of achieving the Movement's strategic goals.
- Champion a strategic vision for Scouting in Australia.
- Work with the leadership of the Association's state and territory Branches to identify, plan, and implement initiatives to achieve the Association's strategic plan and goals.

- In conjunction with the National Chair and National General Manager, ensure the smooth and efficient running of the organisation.
- Appoint and lead a team of National Commissioners to achieve the purpose of the Association.
- Represent Scouts Australia at functions and meetings of senior Government and Community officials at both National and International Level.

#### **Youth Program:**

- Ensure Scouting continues to remain a youth led organisation supported by passionate and committed adult volunteers.
- Ensure policies and programs of World Organization of the Scout Movement (WOSM) are fit for purpose, embedded and delivered across the Association.
- Ensure the Youth Program is of the highest quality and meets the needs of youth members and is effectively supported through Branches by enthusiastic leaders.
- Ensure the Adult Training and Development program supports the Youth Program and all National Policies including Child Protection and Workplace Health & Safety (WHS).

#### **Planning:**

- In conjunction with the National Executive Committee (NEC) and the NEC Chair, lead the implementation of a strategic plan for the Association.
- Ensure that the National Operations Committee, (NOC), develops annual operational plans to support the endorsed strategic plan.
- Initiate a collaborative approach across the Association in the sharing of resources and the development and execution of policies and procedures.
- In conjunction with the NOC, develop and implement plans for the growth of Scouting in Australia

#### **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.
- Lead by example with a highly consultative, open, and collaborative approach in all that is done.
- Demonstrate respect and equity to all.

#### **Governance:**

- Lead the formation, adherence to and maintenance of National Policy and Rules as delegated from the NEC.
- Report to the NEC on performance of the Association measured against the current strategic and operational plans and the challenges, targets and projects for the coming year.
- Report annually to the National Council and the Australian community on the performance of the Association.
- Undertake or delegate appropriate conflict resolution in accordance with Policy and Rules.
- Harmonise National policies and procedures across the Association.

## MEETING COMMITMENTS

The Chief Commissioner chairs or participates in a number of critical meetings for the Association. Since covid-19, these have all moved to be predominantly virtual, although some of these committees still have one or two face-to-face meetings each year.

Meeting	Role	Annual frequency
National Executive Committee	Member	5x
National Operations Committee	Chair	4x
National Team	Chair	4x
SAIT Management Board	Chair	4x
Finance Sub-Committee	Member	3x
Chief Commissioners' Council	Chair	4x

### The Chief Commissioner will also be required to:

- Represent Scouts Australia at selected international events, meetings, conferences and forums, including World and Asia-Pacific Region Scout Conferences, Education Forums, and Senior Leaders Forums
- Regularly meet with direct reports (members of the National Team) and project teams as required
- Attend meetings of the National Training Committee, National Adults in Scouting Committee, Youth Program Team, and International Team meetings as required
- Visit Branches on a regular basis, on the invitation of the Branch CC