



SCOUTS AUSTRALIA - ROLE DESCRIPTION

NATIONAL ADVISER – DIVERSITY & INCLUSION

Role title	National Adviser – Diversity & Inclusion
Business unit	National Team
Reports to	Deputy Chief Commissioner
Direct reports	nil
Role level	Uniform role, National Adviser Rank, volunteer position

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 57 million members. In Australia, Scouting has a membership of approximately 70,000, of which approximately 45,000 are youth members, with the remainder being adults supporting the delivery of the program.

ROLE OBJECTIVE

The objective of the National Adviser Diversity and Inclusion is to work as an adviser to the National Team to support Scouts Australia and its members to embrace the diversity of our communities, and foster an inclusive environment that enables Scouting for all.



KEY STAKEHOLDERS

- National Diversity & Inclusion Team
- Branch Diversity & Inclusion Commissioners/Teams
- Branch Youth Councils
- National Teams (including International Commissioner, Youth Program, Adult Training & Development and Adults in Scouting)
- National Support Team
- Partner Organisations

ROLE RESPONSIBILITIES

The National Adviser – Diversity & Inclusion will support the National Team in delivering on (but not limited to) the following key areas:

Coordinate and support the National Diversity and Inclusion Team

The National Diversity and Inclusion Team is comprised of Branch Commissioners for Diversity and Inclusion or equivalent and meets regularly online to share resources, support peer learning and undertake joint projects.

- Coordinate regular online meetings of the Team
- Identify and help coordinate National D&I Team projects that strengthen D&I across the membership (e.g. training, preparation of guidance materials, awareness raising activities etc).
- Provide one to one support to Team members if required.

Strengthen National policies and procedures related to diversity and inclusion

- Periodically review and recommend updates to National-level policies and standards to reflect good practice approaches to diversity and inclusion.
- Prepare papers for NEC and NOC, via the Deputy Chief Commissioner, to recommend changes to policies and standards and/or keep them informed of D&I issues as relevant.

Strengthen awareness and capacity of adult leaders and supporters on diversity and inclusion

- - Prepare and disseminate new guidance, and regularly review and update existing guidance on topics related to diversity and inclusion, responding to the needs of the membership
- Organise and/or deliver training on D&I related topics
- Work with the National Support Team to raise awareness of D&I using communications such as ENews, the Scouts.com.au website and social media.

Support D&I across the National Team and Internationally

- Assist the National Commissioner Adult Training & Development to ensure Adult Training is aligned to the Youth Program in terms of diversity and inclusion, and the currency of this alignment is maintained;

- Assist the International Commissioner to ensure that all youth have the opportunity to participate in International opportunities and events.
- Assist the Chair, National Adults in Scouting Committee with diversity and inclusion advice for adults in Scouting policies and standards
- Participate in WOSM-led initiatives related to D&I in coordination with the International Commissioner

Partnerships

- Maintain and establish partnerships with other national diversity and inclusion focused organisations, as well as encouraging successful local partnerships.

STRATEGIC RESPONSIBILITIES

- Successful organisation and management of Diversity & Inclusion and delegated Youth Program and Adult in Scouting projects;
- Assist in the development of contemporary communication structures to both promote and support Diversity & Inclusion (and wider Sustainability, Youth and adults in Scouting program) initiatives;
- Supporting the DCC in the coordination of the Diversity & Inclusion aspects of the Scouts Australia Strategic Plan;
- Promotion of Youth Program and Diversity & Inclusion initiatives; and
- Undertake other projects and responsibilities as negotiated with the DCC.

KEY SELECTION CRITERIA/PERSONAL REQUIREMENTS

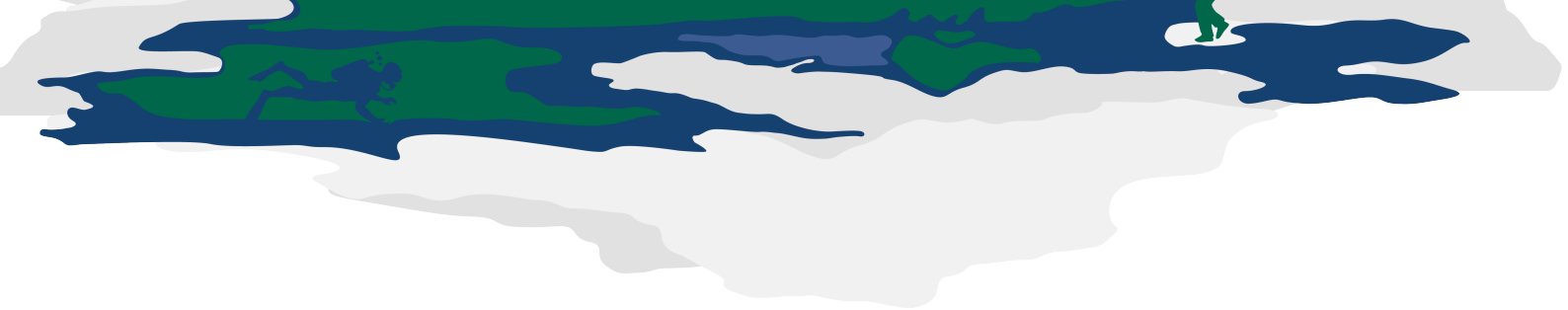
The successful applicant will be able to demonstrate the following:

Specific Skills Required

- Professional qualifications and/or experience in the diversity and inclusion space is highly valuable, including a commitment to welcoming diversity and ensuring scouting is inclusive;
- Demonstrated strong interpersonal skills;
- Demonstrated organisational and administrative skills;
- High-level ICT skills in relation to online communication, collaboration and data management;
- The ability to achieve results through collaboration and teamwork; and
- Ability to work both independently and as a part of a team (spread across the country) to achieve negotiated goals within set timeframes
- Hold a Wood Badge, and have completed, or be willing to complete, Scouting Management and Scouting Leadership within 12 months of appointment.

Generic Skills Required

- Commitment to the Aims and Principles of Scouting

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- A leader of people
 - Team person
 - Ability to inspire others
 - A good listener and communicator
 - A positive and “can do” attitude
 - Knowledge of all sections of Scouting and the national structure of the organisation
 - Commitment to serving young people
 - Accepts responsibility and being held accountable

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, Code of Conduct and the Adults in Scouting Standard.

A key compliance requirement of the role is for the nominee to:

- hold current membership of a Branch of Scouts Australia and to maintain that membership throughout their tenure unqualified,
- have had a National Police check and agreed to any further check as required from time to time,
- hold a current Working with Children/Vulnerable Persons check in the Branch of which they are a member and have agreed to maintain this check throughout the tenure of their role,
- have completed and passed all mandatory training with a commitment to renew successfully every two years (noting that exempt members are excluded from holding National appointments as described herein).