



SCOUTS AUSTRALIA - ROLE DESCRIPTION

NATIONAL ADVISER - RECONCILIATION

Role title	National Adviser - Reconciliation
Business unit	National Team
Functional Group	National Reconciliation Plan Committee
Reports to	National Advisor – Diversity and Inclusion
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.

Scouts Australia is currently finalizing its first Reflect Reconciliation Action Plan (RAP). The RAP will listen to the voices of and collaborate with Aboriginal and Torres Strait Islander peoples including paid staff and volunteers. Our intention is to review and adjust national policies and procedures to ensure reconciliation is embedded within our organisation and encourage our member Branches to create their own RAPs or to align with the National RAP.

ROLE OBJECTIVE

The objective of the National Adviser Reconciliation is to work as an Adviser to the National Team to coordinate the effective implementation of the Scouts Australia Reflect Reconciliation Action Plan (RAP). The National Advisor Reconciliation will act as the Secretariat for the RAP Working Group and support the establishment and ongoing operations of the RAP Advisory Group. The role will be a key champion to raise awareness of the organisation's RAP commitments and drive RAP implementation.



KEY STAKEHOLDERS

- National Teams (including Diversity and Inclusion, Youth Program, Adult Training and Development)
- National Support Team
- Reconciliation Action Plan Working Group
- Reconciliation Advisory Group
- Partner Organisations

ROLES RESPONSIBILITIES

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

- **Support the establishment and ongoing functioning of the RAP Working Group.** The RAP Working Group is comprised of key leadership roles across the organisation and is ultimately responsible for the implementation and reporting of the RAP.
- **Support the establishment and ongoing functioning of the Reconciliation Advisory Group.** The Advisory Group is comprised of Aboriginal and Torres Strait Islander members from across the organisation and is responsible for providing advice on matters related to RAP implementation and embedding Aboriginal and Torres Strait Islander perspectives into organizational initiatives.
Drive implementation of the RAP. Work collaboratively with members of the RAP Working Group, Advisory Group, and other internal stakeholders to promote and champion the RAP, including undertaking specific actions outlined in the RAP as identified and agreed by the RAP Working Group.
- **Promote awareness and understanding of reconciliation across Scouts Australia.** Working with communications staff and volunteers, prepare or support preparation of communications products and initiatives which highlight Scouts Australia's commitment to reconciliation, and build awareness of Aboriginal and Torres Strait Islander cultures and histories.
- **Provide advice and support to Branches developing and/or implementing Branch-level RAPs.**
- **Build relevant partnerships with external stakeholders.** Identify relevant Aboriginal and Torres Strait Islander stakeholders and organisations and explore the potential for long-lasting working relationships.

STRATEGIC RESPONSIBILITIES

- Successful organisation and management of Reconciliation projects, with the direction and support of the RWG;
- Assist in the overall implementation and reporting of the Reconciliation Action Plan, in line with Reconciliation Australia's requirements;
- Promotion of Reconciliation initiatives across the Scouting Movement; and
- Undertake other projects and responsibilities as negotiated with the DCC.



KEY SELECTION CRITERIA/ PERSONAL REQUIREMENTS

Specific Skills Required

- Understanding and awareness of Aboriginal and Torres Strait Islander peoples, cultures and contemporary issues.
- A strong commitment to the principle of reconciliation as a process strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.
- Previous experience coordinating the implementation of a RAP in either a membership, not-for-profit or First Nations organisation (desired).
- Demonstrated strong interpersonal skills, to build and maintain meaningful relationships with all stakeholders and raise awareness and organisation commitment to the RAP initiatives.
- 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
- Hold a Leader of Adults Woodbadge, or undertake to complete within 12 months of appointment.

General Skills Required

- Commitment to the Aims and Principles of Scouting
- 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).