



## SCOUTS AUSTRALIA (VICTORIAN BRANCH)

### ROLE DESCRIPTION STATE COMMISSIONER - REGION COMMISSIONER

Title	State Commissioner – Region Development
Reports to	Assistant Chief Commissioner - Development
Direct Reports	Region Commissioners Development Commissioners - Region
Delegations	Funds as agreed during Budget Discussions
Measurement	Membership, Quality, and Participation.

This is a voluntary position.

The State Commissioner – Region Development will share in the Chief Commissioner’s leadership focus and will lead teams of scouting personnel in identified development programs aimed at developing Scouting, using various models, within the community.

#### PRIMARY RESPONSIBILITIES

##### 1. Leadership

Lead the Region Commissioners by providing an inspirational vision for Scouting through the production of an annual development plan which focuses on the implementation of strategies for the recruitment, retention and personal development of youth and adults in each Region and the creation of new Groups.

##### 2. Region Development

Promote and co-ordinate the delivery of Scouting within the Regions through the recommendation of the appointment of Region Commissioners.

##### 3. Quality

- Define with the Region Development Teams the characteristics of Quality
- Monitor with a positive development attitude all activities to ensure the standards are equalled and surpassed
- Provide feedback and acclaim/support as required.





#### **4. People Development**

Provide direct support and advice to Region Commissioners in their recruitment, selection, approval, training and review of suitable adults as Leaders and Lay members and Region Development activities Specifically

- Put in place a development plan for “critical people “in the Regions
- Develop a succession plan for “critical roles” in the Regions.
- Identify people (youth and Adult) with leadership potential to gradually populate the succession plan

#### **5. Report**

As requested provide a report to the Assistant Chief Commissioners - Development on the development of Regions measured against the current development plan and identify the challenges, targets and projects.

#### **6. Membership**

Promote the Scout Movement in the wider community by identifying and establishing strong relationships with

1. Education leaders in the Regions (Preschool, Primary, Secondary and Tertiary)
2. Local State and Federal government leaders for the Regions
3. Philanthropic and commercial organisations part of the Regions
4. The Regions service clubs and associations

Support recruitment and orientation and induction of Adults in Scouting.

Assume or delegate the role of Leader in Charge in a Region where there is no Region Commissioner or a Region Leader willing to take on that responsibility. Be the potential Personal Leader Advisor for any new Region Commissioner.

#### **7. Awards**

Initiate and promote the due recognition of our adults, youth, Groups, Districts and Regions for sustained quality of service utilizing the Scout and community Good Service and Achievement systems.

#### **8. State Development and Leadership Team**

Participate in the State Development and Leadership Team and raise issues on all matters pertaining to the outcomes of the development of the Regions in relation to membership changes, standards in Leader training and development projects.





### 9. Coaching/Mentoring/Problem Solving

Investigate and resolve matters arising from misunderstandings of policies, procedures and practices of the Association by using all the available resources of the Districts, Region and State personnel.

### 10. Communication

Attend Region meetings and functions as requested to stay aware of the needs of members and their activities and to encourage effective communication to ensure that all Regions see that the function of the State team of adults is to guide and support them in the delivery of Scouting to their members.

## ATTITUDES SKILLS AND KNOWLEDGE REQUIRED FOR THE ROLE

### Attitude

1. Be enthusiastic and have a “can do attitude”.
2. Be inclusive in leadership style encouraging their teams to excel.
3. Be respectful of all their team accepting individual differences as a resource.

### Skills

1. Be able to communicate effectively with all levels in Scouting and be an accomplished public speaker to the community.
2. Be able to motivate, build, lead and chair teams among both youth and adults.
3. Be able to mediate, carry out investigations, write reports and make recommendations.

### Knowledge

1. Have a sound knowledge and strong commitment to the aims, objectives and philosophy of the Scout Movement, its policies and procedures and have a clear understanding of the methods which make it distinctive from other youth organizations
2. Understand and demonstrate the role and responsibilities of a State Commissioner and have a commitment to that role
3. Hold a Wood Badge
4. Have completed or be prepared to complete Leader of Adult advanced training within two years of appointment.

