



## SCOUTS AUSTRALIA (VICTORIAN BRANCH)

### ROLE DESCRIPTION

#### STATE COMMISSIONER – NEW PROGRAM IMPLEMENTATION

Title	State Commissioner – New Program Implementation
Reports to	Assistant Chief Commissioner - Transformation
Direct Reports	Assistant State Commissioner – New Program Implementation (Projects & Governance) Assistant State Commissioner – New Program Implementation (Scheduling) Victorian Youth Program Review Project Managers
Measurement	Membership, Quality, and Participation.

This is a voluntary position.

Scouts Victoria is a Child Safe organisation. Scouts Victoria is inclusive of all, regardless of gender, sexuality, race, religion, or abilities, and does not tolerate any form of harm, abuse or neglect.

Scouts Australia is undertaking a review of its Youth Program (Youth Program Review - YPR), to ensure the program is fun, challenging, adventurous and inclusive, based on the fundamentals of Scouting and designed to meet the needs of young people in 21st century Australia. The successful deployment and implementation of the new Scout Youth Program in Victoria pivots on successfully supporting all aspects of the organisation through the change implementation.

This role is accountable for day to day execution, administration and financial control of the implementation of a new Scout youth program in Victoria. The holder of this role is a member of the Victorian Youth Program Review Coordinating Team and the Victorian Youth Program Review Change Programme Board (ex-officio).

Scouts Victoria aims for best practice while meeting obligations to Scouts Australia (National), Asia-Pacific Region of WOSM (APR) and World / WOSM (The World Organisation of the Scouting Movement).





## PRIMARY RESPONSIBILITIES

- Assist the ACC - Transformation to develop a plan for the YPR implementation across Victoria that informs and supports the membership, develops capacity, delivers resources and grows Scouting
- Lead the day-to-day operations of the Victorian YPR Coordinating Team
- Mentor and manage the performance of the two Assistant State Commissioners
- Oversee the recruitment and appointment of Project Managers and Project Teams
- Assist in the development of appropriate and coordinated Project Plans (and existing project variations) to be presented for approval to the Victorian YPR Change Programme Board
- Oversee the implementation of Project Plans by the respective Project Teams
- Oversee the development and tracking of measures of success on all projects and the overall change programme
- Ensure appropriate processes are established to coordinate the administration and financial control of all Victorian YPR projects
- Ensure all required information for reporting is available to the Victorian YPR Change Programme Board, including escalation of key project risks
- Provide assistance and advice to Project Managers and Project Teams
- Step-in as required on projects that are behind schedule or over budget
- Ensure end-of-project assessments are undertaken to identify future learnings
- Other duties as requested by the ACC - Transformation.

## ATTITUDE, SKILLS and KNOWLEDGE REQUIRED

### 1. Attitude

- Enthusiasm with a strong commitment to Scouting Principles and the importance of the Scout method in delivering the program
- Enthusiasm, positivity and resilience
- Be inclusive in leadership style encouraging teams to excel
- Be respectful of all their team members accepting individual differences as a resource

### 2. Skills

- Professional experience with project and/or change management
- Clear understanding of vision, purpose, new program concepts and YPR direction
- Ability to lead, communicate with and motivate youth and adults
- Strong understanding of change management





- Planning and delegation skills
- Ability to define data sources to evaluate successful projects and the program implementation against agreed measures
- Strong mentoring/coaching and team development skills
- Experience in managing a team and resolving people management issues & disputes
- Demonstrated understanding of the role and responsibilities of a State Commissioner and a commitment to the role
- Demonstrate risk management, work health and safety (WHS) and Scoutsafe skills

### 3. Knowledge

- Have a sound knowledge and strong commitment to the purpose, objectives and philosophy of the Scout Movement, its policies and procedures and have a clear understanding of the methods that distinguish it from other youth organisations
- Have completed Leader of Adult training advanced or
  - be willing to complete Leader of Adults basic training within 12 months of appointment and
  - complete the Leader of Adult advanced training within two years of appointment.

