



**SCOUTS AUSTRALIA (VICTORIAN BRANCH)
ROLE DESCRIPTION
REGION COMMISSIONER**

Title	Region Commissioner
Reports to	Assistant Chief Commissioner – Development
Direct Reports	District Commissioners in the Region Assistant Region Commissioner/s Development
Delegations	Funds as agreed during Budget Discussions
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.

The Region Commissioner will share in the Chief Commissioner’s leadership focus and will lead their Region Development Team. This Team is empowered to support the program of Scouting which is delivered by District and Groups in sections.

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).

Region Development Team

The Region Commissioner will lead the Region Development Team, a team of volunteers representing all members across the region. The Team will include District Commissioners and representatives as deemed appropriate. Inclusion and empowerment of youth on the team must be implemented supporting our focus for Youth Leading, Adult Supporting.

The Team is responsible for:

- Implementation of strategies for recruitment, retention and personal development of youth and adults in each district and the creation of new groups.
- Promote and coordinate the delivery of Scouting within the Region.





PRIMARY RESPONSIBILITIES

1. Leadership

Lead the Region 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 District and the creation of new groups.

2. District Development

Promote and coordinate the delivery of Scouting within the Region through the appointment of Assistant Region Commissioners and District Commissioners. Engage and consult with Section Commissioners as required to support the development of groups and the delivery of Scouting.

3. Quality

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

4. People Development

Provide direct support and advice to District Commissioners in their recruitment, selection, approval, training and review of suitable adult as Leaders and Lay members and District Development activities.

Specifically

- Put in place a development plan for key leaders in the Region
- Develop a succession plan for key leaders in the Region
- Identify people (youth and adult) with leadership potential to populate the succession plan

5. Report

Provide a written report to the Region and its community at the Region Annual Reports and Awards Presentations outlining the performance of the Region, its District and Groups in the past year measured against the current development plan and identify the challenges, targets and projects for the year to come.

6. Membership

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

- Education leaders in the Region (Preschool, Primary, Secondary and Tertiary)
- Local State and Federal government leaders for the Region.
- Philanthropic and commercial organisations part of the Region
- 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 District where there is no District Commissioner or a District Leader willing to take on that responsibility. Be the potential PLA for any new District Commissioner.

7. Awards

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

8. State Development and Leadership Team

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

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 District 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 Districts 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 KNOWLEDG REQUIRED FOR THE ROLE

Attitude

1. Be enthusiastic with a strong commitment to Scouting Principles and the importance of the Scout method in delivering the program
2. Have a commitment towards the importance of activities and the 'out' in Scouting
3. Be inclusive in leadership style encouraging their teams to excel
4. Be respectful of all their team accepting individual differences as a resource
5. Uphold and demonstrate a commitment to the implementation of Child Safe Scouting

Skills

1. Be able to motivate, lead, communicate with and motivate adult leaders and work harmoniously to grow the program
2. Have planning and delegation skills
3. Demonstrate risk management, work health and safety (WHS) and Scoutsafe skills





4. 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 Region Commissioner and have a commitment to that role.
3. Have completed Advanced Leader of Adults training, or be willing to complete Basic LoA training within twelve months and Advanced LoA training within two years of appointment.

