



ROLE DESCRIPTION

Assistant Region Commissioner – Development

<b>Title</b>	Assistant Region Commissioner – Development
<b>Reports to</b>	Region Commissioner
<b>Measurement</b>	Membership, Quality, Delivery, 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.

Assistant Region Commissioner - 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.

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

**1. Leadership**

Participate in the Region Development and Leadership Team as appropriate and participate in matters pertaining to the development and progress in the Districts of the Region in relation to development projects.

Be a key Development Leader within the Region responsible for development of and the implementation of strategies for the recruitment, retention and personal development of youth and adults within identified parts of the Region and the creation of new Groups.

**2. Development**

- Promote and co-ordinate the delivery of alternate methods of Scouting within the State/Region/Districts by working with various communities and local councils as appropriate.
- Explore models for delivery of new Scout Groups in conjunction with the State Development Team and Region Teams.
- Support and lead new initiatives to promote scouting in a wide range of communities where scouting is not presently available.
- Support the Region Commissioner where needed on the establishment of new



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Scout Groups.

**3. Facilitate**

- Encourage a process through the Districts to support various models of delivering the Scout program.
- Facilitate regular meetings with Community Groups and Local Council representatives.

**4. Memberships**

- With the Region Commissioner, 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
- Be a member and regular attendee of the State Development Council / State Development Leadership Team
- Provide expertise for the State development programs
- Be a member of the Region Team and promote development within Districts

**5. Coaching/Mentoring**

- Mentor/coach members of the Region and District teams in respect of development of new Groups or the resurrection of struggling groups.

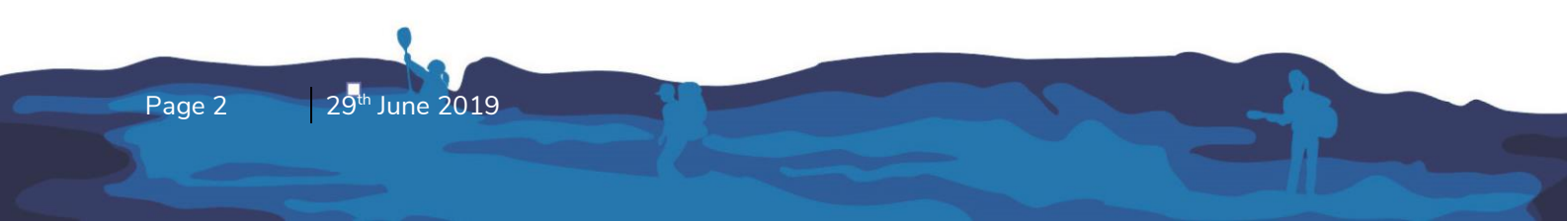
**6. Communication**

- Attend meetings and functions as requested to stay aware of the development needs of Districts and Groups and to support them in specified development opportunities.
- Convey Scouting to the broader community

**ATTITUDE, SKILLS and KNOWLEDGE REQUIRED**

**Attitude**

1. Be enthusiastic with a strong commitment to Scouting Principles



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2. Be outcomes-focussed, with a strong emphasis on getting a good result for members within the organisation's frameworks
3. Commitment to contemporary program delivery through youth leading with adult support
4. Commitment and delivery to maintain a professional and balanced approach in all interactions with members
5. Recognise that management of conflict and behaviour in a volunteer and parent environment can be complex and require different approaches dependent on circumstance
6. A strong commitment to the safety of children, upholding the values of the Child Protection Policy, Adult Code of Conduct and Child Safe Statement.

**Skills**

1. Be an effective relationship builder
2. Be an effective leader, mentor and supporter of adults
3. Ability to motivate and communicate effectively
4. Ability to proactively identify and mediate conflict
5. Ability to navigate and effectively use policies and processes
6. Proficiency with computer systems
7. Demonstrate risk management, work health safety (WHS), Child Safety and ScoutSafe skills

**Knowledge**

1. Have a sound knowledge and strong commitment to the purpose, objectives and philosophy of the Scout Movement
2. Have some exposure to contemporary professional human resources processes, or previous professional management experience
3. Be prepared to maintain and update knowledge of Scouting program and processes
  - a. Have completed Leader of Adult advanced training or
  - b. be prepared to complete Leader of Adult basic training within 12 months
  - c. complete Leader of Adult advanced training within 2 years

