



ROLE DESCRIPTION

Assistant State Commissioner - Scouts

Title	Assistant State Commissioner - Scouts
Reports to	State Commissioner – Scouts
Direct Reports	
Measurement	Unit program quality; member participation and retention

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 Assistant State Commissioner - Scouts will share in the Chief Commissioner's leadership focus and assist in leading the State Scout Council in its support of Scout Units in Groups to deliver an awesome youth program. That's a youth program that's adventurous, fun challenging, and inclusive, that keeps young people coming back!

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).

State Scout Council

The Assistant State Commissioner – Scouts will assist in leading the State Scout Council, a team of volunteers supporting Scout-aged Scouting within regions, including youth member representatives, Region Scout Commissioners, State Leaders, Project Leaders, and others as deemed appropriate

PRIMARY RESPONSIBILITIES

1. Supporting Units

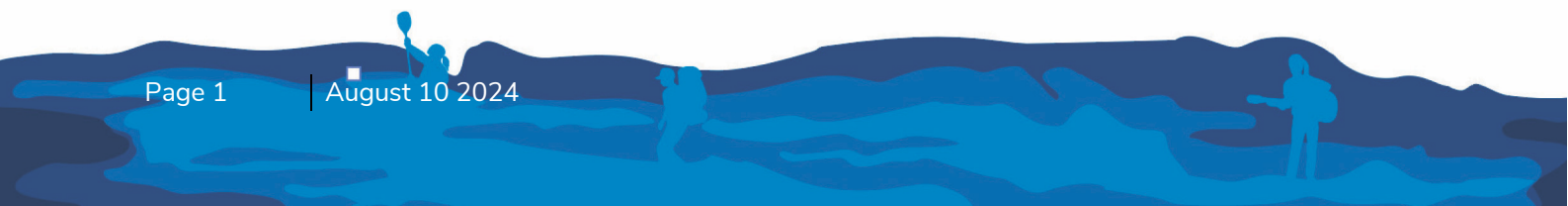
Assist in ensuring the Region Scout Commissioners work with District Scout Leaders to systematically:

- Understand and know what is happening at the District and Scout Unit level
- Monitor and track program delivery, engagement, and member retention at the District and Scout Unit level
- Provide proactive early intervention and direct support

2. Driving Unit program quality while making program easier to deliver

Assist in ensuring the Region Scout Commissioners work with District Scout Leaders to support units in delivering a quality program that engages young people and meets their developmental needs and encourages full participation. This includes support for

- Delivering an adventurous, fun, challenging, and inclusive program
- Facilitating progress in Achievement Pathways for Scouts, encouraging participation across all elements
- Developing and Facilitating effective Scout Unit Councils
- The implementation and support of Youth Leading, Adult Supporting



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- Using digital tools to manage and support the program

3. Development and retention

With the State Scout Council

- Work across sections to develop shared approaches to retention at linking ages, ensuring that all youth members have the opportunity to seamlessly move through the sections and have the opportunity to fully engage in the program.
- Support the State Commissioner - Scouts where needed on recruitment of new Scout Leaders and the establishment of new Scout Units in partnership with local District leadership
- Explore models for delivery of new Scout Units in conjunction with the State and Region Development teams
- Contribute to external promotion campaigns relevant to the Scout age-range
- Assist with initiatives and working groups across sections that deliver common program resources and support for Units

4. Supporting Youth Program Leaders

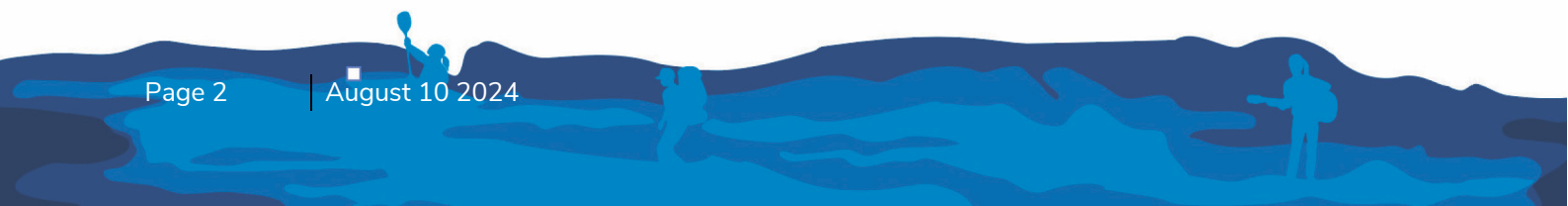
- Assist in the development and delivery of Section Induction for new section leaders to help quickly orient them to available resources and understand Scout section-specific program offerings.
- Develop the skills and capacity of leaders to deliver the program within the Section, as part of their continuous development.

5. Leading a leadership team

- Assist with holding regular and purposeful meetings of the State Scout Council, with authentic Youth Representation
- Mentor members of the State Scout Council as required
- Drive any change in culture, practices, and attitudes needed to support Scouts Victoria's strategic priorities and meeting the needs of young people

6. Connections across Scouting

- Be a member and regular attendee of the State Scout Council, contributing to shared projects.
- Work collaboratively with the Major Events portfolio to ensure that major activities for Scouts in Victoria are age-relevant, well supported by adults, and informed by authentic youth voice
- Be a delegate for the State Commissioner -Scouts when required
- Liaise with other members of the State Program Team, sharing information and strategies to support delivery of a quality program.
- Other duties as required by the State Commissioner – Scouts or Chief Commissioner of Scouts Victoria



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ATTITUDE, SKILLS and KNOWLEDGE REQUIRED

Attitude

- Be enthusiastic with a strong commitment to Scouting Principles, the importance of the Scout method, and currency in the program
- Value diversity in its many forms and use it to build the strength of teams
- Walk the talk on delivering customer service excellence, understanding that local Scouting is what we're here to support
- Believe in the power of youth leadership in delivering and supporting their program
- Uphold and demonstrate a commitment to the implementation of Child Safe Scouting

Skills

- Personal knowledge of, and active experience working with, the Scout age-group
- Have a track record of building effective and inclusive teams in Scouting or externally
- Be able to include young people meaningfully in making decisions that affect them
- Have planning, mentoring, and delegation skills
- Be able to coach and mentor team members in a way that is empowering while also meeting performance standards, including having courageous conversations
- Demonstrate risk management, work health and safety (WHS), Scoutsafe, and ChildSafe skills
- Maintain confidentiality

Knowledge

- 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
- Understand and demonstrate the role and responsibilities of a Assistant State Commissioner - Scouts and have a commitment to that role
- Have completed Wood Badge level training as a Youth Program Leader
- Have completed Program Support Leader training to Wood Badge level, or be willing to complete this within twelve months

