



ROLE DESCRIPTION
Scout Commissioner – Region

Title	Scout Commissioner – Region
Reports to	State Commissioner – Scouts
Direct Reports	District Leaders – Scouts
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 Scout Commissioner – Region will share in the Chief Commissioner’s leadership focus, leading their Region 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).

Region Scout Council

The Scout Commissioner – Region will lead the Region Scout Council, a team of volunteers supporting Scout-aged Scouting within their Region and will include District Leaders – Scouts, youth member representatives, and others as deemed appropriate.

The Council is responsible for:

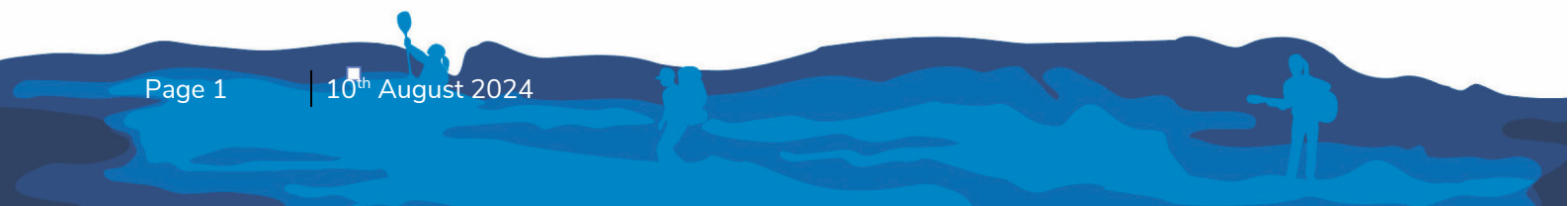
- Appointing committees which will run activities for Scouts within the Region
- Aiding the State Development Team and National Training Team (Vic) when required

PRIMARY RESPONSIBILITIES

1. Supporting Units

Work with District Leaders – Scouts to systematically:

- Understand and know what is happening at the District and Scout Unit level



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- 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

Work with District Leaders – Scouts 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
- Using digital tools to manage and support the program

3. Development and retention

As an active member of the Region Development Council:

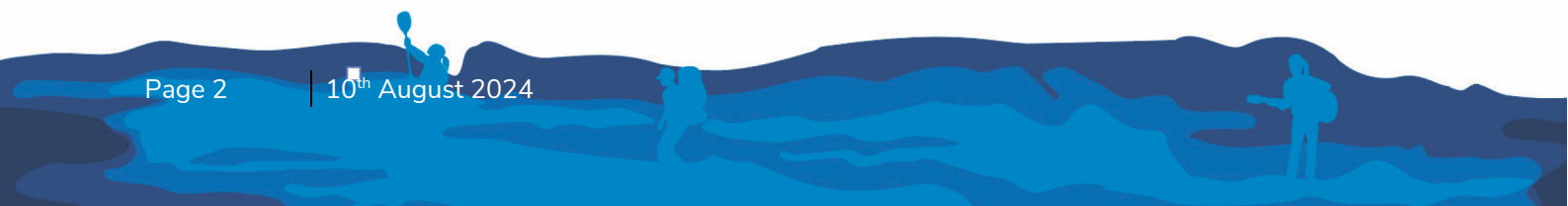
- Work across sections to develop shared approaches to retention at linking ages, ensuring that all youth members have the opportunity to seamlessly move through the sections and have the opportunity to fully engage in the program.
- Support the Region Commissioner where needed on recruitment of new Scout Leaders, establishment of new Scout Units, and other matters as required.
- Explore models for delivery of new Scout Units in conjunction with the State and Region Development teams

4. Supporting Youth Program Leaders

- Assist in the 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

- Hold regular and purposeful meetings of the Region Scout Council, with authentic Youth Representation
- Mentor members of the Region Scout Council and facilitate their training for the role
- In conjunction with District Commissioners, be involved with development of Individual Adult Volunteer plans for members of the Region Scout Council
- Drive any change in culture, practices, and attitudes needed to support Scouts Victoria's strategic priorities and meeting the needs of young people



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- Ensure all leaders working within the Scout section have the opportunity to attend regular District Training Meetings (Mindari's)

6. Connections across Scouting

- Communicate Scout activities and resources to the Scouting community within their region
- Be a member and regular attendee of the State Scout Council, contributing to shared projects.
- Be part of the selection process for District Leaders – Scouts in collaboration with District Commissioners
- Work collaboratively with the Major Events portfolio to ensure that major activities for Scouts in the region are age-relevant, well supported by adults, and informed by authentic youth voice
- Work with the Region Commissioner and District Commissioners, sharing information and strategies to support delivery of a quality program. This may include attendance at Region Council meetings where the Region Commissioner and District Commissioners will be present
- Other duties as required by the State Commissioner – Scouts or Chief Commissioner of Scouts Victoria

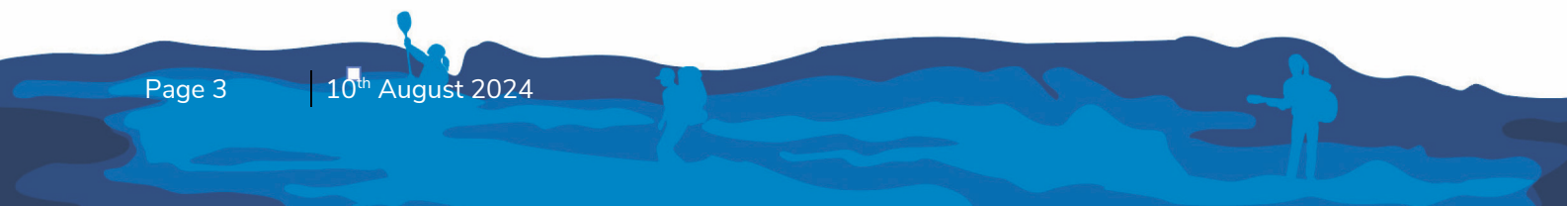
ATTITUDE, SKILLS and KNOWLEDGE REQUIRED

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





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- 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 Scout Commissioner – Region 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

