



This document provides guidance to the Advisory Committee (AdCom) on the Key Selection Criteria (KSC) for appointing the next Chief Commissioner of Scouts Victoria. It ensures a consistent, fair, and values-aligned process by clearly outlining what Scouts Victoria expects from candidates, why each criterion matters and how each will be assessed.

The Role

The Chief Commissioner (CC) is Scouts Victoria's most senior volunteer Leader. They guide the organisation's strategic direction, lead a large and diverse team of volunteers, and act as a public ambassador for the movement.

The CC must uphold the values of the Scout Movement while navigating governance, program quality, risk, and youth engagement across the state.

Key Selection Criteria

Each criterion below represents a core requirement for the Chief Commissioner role. Weightings have been applied to reflect the relative importance of each area, helping guide both individual assessments and final deliberations.

The KSC are not only technical or administrative they reflect the values and leadership culture expected of the Chief Commissioner. Given the breadth and significance of the Chief Commissioner role, the KSC serve as an anchor for decision-making throughout the selection process. They should allow AdCom to remain focused not just on who a person is, but how they think, lead, relate to others, and represent the movement.

Key Selection Criteria	Why is matters
Leadership and Strategic Vision	Drives long-term direction, fosters team cohesion, and ensures alignment with Scouts Victoria's mission.
Commitment to Scouting Values and Purpose	Embodies the purpose and principles of Scouting in all decisions and actions.
Communication and Stakeholder Engagement	Builds trust and influence across volunteers, youth, media, community, and government.
Child Safety and Risk Management	Maintains the safety and wellbeing of young people and ensures compliance with child safety obligations.
Governance and Accountability	Provides strong ethical oversight and organisational integrity.
Organisational and Team Leadership	Builds high-performing, inclusive, and values-aligned leadership teams.
Time Commitment and Resilience	Demonstrates capacity and commitment to undertake the significant time demands of the role.