

# Cub Scout Experience AJ2028

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**Title**

General Manager – Cub Scout Program & Experience

**Reports to**

Director - Cub Scout Experience

**Direct Reports**

Activity Coordinators, Youth Volunteers (Rovers and Venturers)

**Term of Appointment**

December 2025 – July 2028

**Measurement**

Program Quality, Youth Engagement, Participant Enjoyment

**Position Type**

This is a voluntary position.

Scouts Victoria is a Child Safe organisation. We are inclusive of all, regardless of gender, sexuality, race, religion, or ability, and do not tolerate any form of harm, abuse, or neglect.

The General Manager – Program & Experience leads the design and delivery of the Cub Scout Experience at AJ2028, program created to give Cub Scouts their first real taste of Jamboree life. This experience is all about ensuring Cub Scouts have an unforgettable time, filled with adventure, friendship, and discovery, while also strengthening recruitment and retention. It aims to spark excitement and aspiration so every Cub leaves wanting to become a Scout and dreaming of attending their own Jamboree in three years' time. The Cub Scout Experience plays a vital role in Victoria's retention strategy, inspiring the next generation of young people to continue their Scouting journey.

**Role Purpose**

The General Manager - Program & Experience is responsible for designing and delivering a high-quality, age-appropriate program that introduces Cub Scouts to the excitement, challenge, and adventure of the Scout Section.

This is not a Cub Scout program; it is a Scouting experience designed to showcase what comes next, providing Cubs with hands-on opportunities to explore the skills, teamwork, and independence that define the Scout Section.

**Primary Responsibilities**

- Design and coordinate the Cub Scout Experience program for both day and overnight participants.
- Develop an activity schedule that highlights the adventure and spirit of Scouting through fun, challenge, and teamwork.
- Ensure all activities align with Scouting's educational outcomes and the SPICES framework.

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- Collaborate with Jamboree activity teams to allow Cubs to participate in selected Scout-level activities in a supported way.
- Coordinate the entertainment and evening components of the overnight experience, ensuring inclusivity and age suitability.
- Work with the Logistics and Campsite Operations team to ensure smooth transitions between activities.
- Liaise with the Catering and Hospitality team to integrate mealtimes and routines within the daily schedule.
- Develop and oversee risk assessments and safety documentation for all program activities.
- Encourage Rovers and Venturers to take active roles in program delivery as mentors and role models.
- Provide regular updates and progress reports to the Director – Cub Scout Experience.
- Contribute to post-event evaluation and the AJ2028 final report.

## Attitude

- Enthusiastic and passionate about Cub Scouts and their progression to the Scout Section.
- Inclusive and collaborative in approach, valuing both youth and adult input.
- Committed to creating a fun, safe, and adventurous Scouting experience.
- Positive, adaptable, and solutions-focused, particularly under pressure.
- Strong commitment to Child Safe Scouting principles.

## Skills

- Proven experience in planning, coordinating, or delivering Scouting or youth programs.
- Strong organisational and project management skills with excellent attention to detail.
- Effective communication and interpersonal skills across diverse volunteer teams.
- Ability to lead, motivate, and support a team of volunteers and youth members.
- Capability to manage activity schedules, resources, and risk documentation.
- Experience working to deadlines and managing competing priorities.
- Confidence mentoring youth and promoting youth-led engagement.

## Knowledge

- Sound understanding of the aims, principles, and methods of Scouting.
- Familiarity with the Scout Section program and how it differs from the Cub Scout program.
- Knowledge of youth development principles and age-appropriate engagement strategies.
- Awareness of event safety, risk management, and emergency response procedures.
- Understanding of Scouts Victoria and Scouts Australia policies, particularly the Australian Scouting Youth Events Standards.

## Success in this Role looks like

- A fun, safe, and engaging program that gives Cubs a genuine taste of Scouting.
- High satisfaction from youth participants, Leaders, and volunteers.
- Clear evidence of Cubs inspired to progress to the Scout Section and attend future Jamborees.

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- Strong collaboration within the Cub Scout Experience Directorate and across AJ2028 teams.
- Positive feedback and lasting memories that support Victoria's long-term retention strategy.