

Cub Scout Experience AJ2028



Title

General Manager - Youth Engagement – Cub Scout Program

Reports to

Director - Cub Scout Experience

Direct Reports

Works with all Cub Scout Experience (CSE) GM's, Youth Volunteers (Rovers and Venturers)

Term of Appointment

December 2026 – 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 - Youth Engagement – Cub Scout Program works alongside the Cub Scout Experience GMs to give Cub Scouts their first real taste of Jamboree life, an unforgettable mix of adventure, friendship and discovery. The goal is to spark excitement and aspiration so every Cub leaves wanting to become a Scout and to attend their own Jamboree in three years' time. By delivering a high-quality, age-appropriate program, the Cub Scout Experience directly supports Victoria's recruitment and retention strategy and inspires the next generation to continue their Scouting journey.

Role Purpose

This role operates in coordination with General Managers within the Cub Scout Experience team and the cross-portfolio GMs for Activities, Camping, Transport, Catering, and Sites. The GM–Youth provide the youth perspective, integrates dependencies, and escalates issues early. This role will be the primary liaison and point of contact within the Cub Scout Experience team to the Entertainment Team

- **Youth Voice and Co-Design** | Run youth feedback loops and translate insights into clear requirements for each owning GM; track agreed actions to closure.
- **Activities (with GM–Activities)** | Collaborate throughput, accessibility, and downtime balance; support queue/booking approaches; escalate issues to GM – Activities.
- **Camping (with GM–Camping)** | Collaborate on campsite layouts, quiet/sensory spaces, amenities, and night routines that support Cubs; align on set-up/pack-down and daily checks.
- **Transport (with GM–Transport)** | Provide a youth lens on arrivals/departures, shuttles, and activity moves; co-create youth-friendly contingencies and comms with the Transport team.

Cub Scout Experience AJ2028



- **Catering (with Catering Directorate and GM-Camping) |** Co-design the overnight catering options as part of the Cub Scout Experience. Work on lunch options for day and night participants.
- **Entertainment (Liaison) |** Be the Cub Scout Experience liaison with the Entertainment team: Work on scheduling, arena locations etc.
- **Reporting and Review |** Provide regular updates to the Director – Cub Scout Experience; contribute to post-event evaluation with evidence of youth input implemented.

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

- Increase experience in planning, coordinating, or delivering Scouting or youth programs.
- Strong organisational management skills with excellent attention to detail.
- Effective communication and interpersonal skills.
- 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 and 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.
- 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.