



Scouts NSW

Position Description

**State Commissioner –
Youth Empowerment
(SC YE)**

Purpose of the position

The State Commissioner (SC) Youth Empowerment (YE) is the volunteer member responsible to the Assistant Chief Commissioner (ACC) Youth Engagement (YE) for:

- Helping reposition Scouts NSW as a youth leading adult supporting organisation
- Assisting in the development and successful implementation of the new leadership course, You+Lead
- Supporting the operational aspects of compliance as outlined in the 'Creating Child Safe Institutions' (published by the Royal Commissioner July 2016)
- Educating youth members on the needs and opportunities for inclusive youth representation
- Working closely with the State Youth Council and Region Youth Councils to increase the level of empowerment in members under the age of 30
- Identify and create opportunities for young people to be involved in the leadership of Scouting in NSW

The SC Youth Empowerment will support the work of the ACC Youth Engagement and will interact regularly with uniformed members and supporters, as well as salaried staff, as they undertake their duties.

The SC Youth Empowerment is focused on helping adult and youth members achieve the best possible outcomes in their personal growth.

Reporting and Relationships and Tenure

Direct Reporting Line

The SC Youth Empowerment reports to the Assistant Chief Commissioner responsible for the Youth Engagement portfolio.

There are no direct reports to this position.

Matrix Relationship Lines

- Members Services team

Tenure



The initial term is for up to three years, inclusive of a probationary period of three months. An extension period of up to three years will be considered.

The term is subject to performance outcomes and achievements relevant to the Adult Development Plan, which is reviewed annually.

It is expected that an annual Adult Development Plan will be completed, discussed and agreed with the ACC Youth Engagement.

Responsibilities and duties

While carrying out the responsibilities of the role, the SC Youth Empowerment will always uphold the purpose, principles and values of Scouts Australia, will adhere to the Adult Code of Conduct, will abide by WOSM, National and State policies and will behave in accordance with the Scout Law and Promise. Importantly, the SC One Program will comply with, and ensure the implementation of all applicable legislative and statutory regulations pertaining to delivery of the Youth Program.

The SC Youth Empowerment will:

- Create opportunities for youth members to be more visible in the decision-making in Scouting in NSW
- Support the operational aspects of compliance as outlined in the 'Creating Child Safe Institutions' (published by the Royal Commissioner July 2016)
 - i. Child safety is embedded in institutional leadership, governance and culture
 - ii. Children participate in decisions affecting them and are taken seriously
 - iii. Families and communities are informed and involved
 - iv. Equity is promoted and diversity respected
 - v. People working with children are suitable and supported
 - vi. Processes to respond to complaints of child sexual abuse are child focussed
 - vii. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual knowledge and training
 - viii. Physical and online environments minimise the opportunity for abuse to occur
 - ix. Implementation of child safe standards is continuously reviewed and improved
 - x. Policies and procedures document how the institution is child safe.
- Identify opportunities for recruitment and retention of members
- Promote Peak Awards and support them at a State level



- Conduct regular two-way communication with local and state Leaders on the opportunities for youth members
- Take an active role in meetings requiring State Commissioner involvement
- Maintain ongoing training
- Attend to other necessary functions and duties as requested

The role will require engagement with other Scouting stakeholders. Most contact will be in the evenings and on weekends. Some flexibility will be helpful for addressing urgent matters or major issues.

It is the goal of the Chief Commissioner, the Deputy Chief Commissioners, and the Board of Directors that Scouts NSW develops a culture of openness, inclusiveness, genuine teamwork and mutual assistance. All senior positions, including SC positions, will be both responsible and accountable for the generation and maintenance of this positive culture.

Skills and Personal Attributes

The SC Youth Empowerment, as with every member of the State uniformed team, must have a proven capacity to deliver outcomes and be a self-starter with capacity to work without close supervision.

Essential attributes

- A personal commitment to the Aims and Principles of Scouts Australia, and an ability to convey a positive and constructive image of Scouting and reinforce the fundamental importance of the Scout Promise and Law.
- High levels of personal motivation, organisational skills and acceptance of responsibility and accountability for outcomes.
- A self-starter with capacity to work without close supervision, especially in a volunteer environment.
- Ability to contribute productively, acting respectfully and with thoughtfulness to all members
- Enthusiasm for the current strategic direction of Scouts NSW
- An appropriate fit with the positive and enabling culture of Scouts NSW

Desirable attributes

- Wood Badge (advanced adult Leader training) qualified OR having the willingness to undertake training and achieve the qualification within 12 months of appointment to the role.



Key Selection Criteria

The SC Youth Empowerment will be required to meet the following three criteria areas.

Knowledge and Experience

- Sound knowledge of the Youth Program and how young people in Scouting play a role in decision-making for the future
- Knowledge of Major Events locally and nationally
- Sound, evidence-based judgement and accountable decision-making
- Proven track record of working hard with a strong results orientation
- Proven, successful record of effective collaboration and teamwork among adults and a diverse range of stakeholders
- Experience managing projects and budgets

Qualifications

- Minimum one year of experience as a Leader of Adults in Scouting, or demonstrated experience operating at a senior level in another organisation
- A willingness to complete any requisite training as required for the position and hold a Wood Badge

Accountability

This position is important to Scouts NSW and it is essential that the SC creates the change we want to see. Therefore, a strong achievement orientation is required. The SC Youth Empowerment will be assessed on the results they achieve. Assessment will include formal annual performance reviews.

The strategic performance indicators that apply to this position include:

- Respond in a timely manner to emails
- Develop and implement plans for promoting opportunities for youth members to be part of decision-making in Scouting
- Undertake regular engagement with youth members and adults in Scouting to assist with youth empowerment outcomes
- Communicate with Region-based youth leaders, as/if required

For further information and background, please contact the ACC Youth Engagement.



Meetings and Clearances

Meetings

Regular meetings include:

- State team meetings (2-3 times per year)
- Youth Program & Support meetings
- Youth member meetings and major events, if required.

Clearances

Candidates chosen to be interviewed are required to have a current Working with Children Check clearance and have undergone a background check and a National Police Check.

