



Scouts
NSW

Chief Commissioner

Candidate Information Pack

September 2022

Introduction

Scouts NSW is seeking a dynamic and inspiring leader for the role of Chief Commissioner NSW. This role is the most senior voluntary position in the organisation and carries significant responsibilities, including as an ambassador, by championing and raising the profile of scouting to more young people across the State. The Chief Commissioner will lead and inspire a diverse Scouting organisation comprising young people, adult volunteers, and a broad range of influential community and government stakeholders.

Scouts Australia NSW

Scouts NSW is a not-for-profit youth organisation, a branch of Scouts Australia, the longest-running youth organisation in the country. Operating in NSW since 1908, with 14,000 youth and adult members from all backgrounds and locations, Scouts has delivered skills for life to millions of young people during this time.

Through the delivery of its Scouts program, every young person aged 5 to 25 has the opportunity to enjoy a safe and supportive environment where they can make new friends, plan their own adventures and tackle challenges at their own pace, all while being part of a wider community.

Overseen by trained adult volunteers, youth members can take part in a wide variety of outdoor challenges including 'traditional Scouting skills' such as camping and bush craft, through to abseiling, overnight hiking, rafting, canoeing, canyoning, snow activities, rock climbing, sailing and flying. Scouts can choose to become involved in performing arts, leadership development, community service, amateur radio operation, environmental projects, and service projects in developing countries.

And according to a 2019 study by Resilient Youth Australia, young people participating in their local Scout group demonstrate higher levels of resilience than their non-Scouting peers.

The Chief Commissioner will be responsible for overseeing this sizeable group of volunteers, who contribute an estimated 1.5 million volunteer hours each year, adding \$65.5 million to the NSW economy.

[Scouts Australia](#) is an accredited member of the [World Organisation of the Scout Movement](#) (WOSM), which has over 50 million members in 220 countries and territories around the world. The mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

The responsibility for delivering Scouting in NSW is delegated to the Scout Association of Australia NSW Branch ("[Scouts NSW](#)") under a federated model and incorporated by an Act of Parliament.



Position Description

The Chief Commissioner leads the adult volunteers within the organisation (known as the uniformed team) and is responsible, through their teams, for the delivery the Scout Program and for creating a child safe environment. The Chief Commissioner works, alongside the Chief Executive Officer, who has accountability for the business affairs of the organisation.

The Chief Commissioner is accountable to the Board of Directors and is recommended for appointment by the Board to the Chief Scout of Australia (the Governor-General). The appointment is made for a 3 year term.

To recognise the demands of volunteers, this role has been re-designed to enable an individual to manage the responsibilities on a part time basis. The Chief Commissioner is supported in the role by Deputy Chief Commissioners (DCCs) who manage teams of volunteers and help assume direct management responsibility for key areas of the volunteer leadership team.

Applications are encouraged from people of all ages, genders, and backgrounds. If multiple suitable candidates are identified who are amenable to sharing the role, this arrangement may also be considered.

The Chief Commissioner will:

- Be a voice for the youth in Scouting and ensure that principles of youth involvement remain at the core of everything that Scouts NSW does.
- Be accountable, with the support of their teams and the State Scouts Service Centre, for membership growth (both youth and adult Leaders).
- Lead the promotion of an effective safety culture within Scouts NSW including a robust risk based Child and Adult Safe framework.
- Be a skilled communicator, collaborator, and negotiator with an ability to bring people 'along on the journey' as Scouts adapts and responds to the changing needs of young people across the State.
- Be connected to young people, either as a parent, a young adult or through current voluntary or paid roles in youth related positions.
- Lead and inspire an inclusive Scouting Movement
- Actively and directly engage with internal stakeholders with the ability to demonstrate resilience, courage and self-confidence.
- With an external "Chief Ambassador" focus, advocate the benefits of Scouting to a broad range of external community and government stakeholders, and partners.



- Have accountability for the implementation of the Strategic Plan and performance of Scouting in NSW, alongside other key senior leaders such as the Chief Executive Officer and the Deputy Chief Commissioners.
- Working closely with the Chief Executive Officer, participate in the delivery of Direct Personal Responses to survivors of abuse and deal with Redress applications.
- Build a strong leadership team to inspire all members in Scouting.
- Demonstrate Scouting values, exhibiting confidence in the Strategy, and bring a passion for inspiring others in their journey to personal growth within Scouting.

Key Selection Criteria

Scouting knowledge and experience

- A well-developed knowledge of Scouting.
- A personal commitment to the aim and principles of Scouts Australia.

Leadership

- Demonstrated core values including respect and care for individuals, inclusiveness, and a commitment to diversity, innovation and creativity.
- The ability to convey a positive and constructive image of Scouting and reinforce the fundamental importance of the Scout Promise and Law in delivering Scouting programs.
- The ability to work with, encourage and inspire adults with a diversity of attributes including experience, background, gender identity, culture, and beliefs.
- Demonstrate at a high level: contemporary thinking; the ability to inspire and influence adults and young people; and the ability to lead by example.
- Demonstrate a passion for Scouting.
- Understanding of and experience in working with a volunteer driven organisation.

Compliance and legal

- A strong and proven supporter of a safety and legislative compliance driven culture.
- Knowledge and appreciation of relevant legislation and risks that are relevant to Scouts NSW.



Communication and advocacy

- Strong written and oral communication skills – including comfort with public speaking and in quickly building rapport to have meaningful and appropriate interactions with key stakeholders, including young people.
- Demonstrated ability to be a positive advocate of Scouting and its benefits, and to communicate effectively with all Scouting members, a diverse community including State and local government, and the media.

Stakeholder management

- Ability to comprehend, and capacity to negotiate, important policy issues as appropriate with a range of entities, including related organisations, public bodies, government agencies, faith-based organisations and community interest groups.
- Demonstrated ability to understand and engage on issues relevant to young people, and empathy to listen to their voices and represent them.

Issues and change management

- Well-developed skills in change management and relationship development, including understanding collective decision making, flexibility to accommodate change, a demonstrated commitment to learning, developing skills and sharing knowledge, and a preparedness to be accountable.
- The ability to mediate and resolve leadership issues at all levels and to ensure that Scout policies including dispute resolution procedures are fairly applied.

Personal attributes

- High levels of personal motivation, organisational skills, comfort in empowering others to make decisions by delegating where appropriate, ability to discharge important responsibilities and take accountability for outcomes.
- The ability to work collaboratively as a key member of Scouts NSW's senior leadership team, including the ability to provide and accept constructive advice or guidance from peers or subject matter experts in a fast paced and dynamic environment.



Other

Time Commitment

The Chief Commissioner role, by its nature, may involve a considerable amount of travel to attend various meetings and other events. They will need to have the flexibility, energy and support needed to meet these commitments, including being available for urgent matters or major issues.

The role requires leadership of, and engagement with, a large number of volunteers. Most contact will be in the evenings and on weekends.

Meetings and Ceremonies

The Chief Commissioner will attend a number of regular meetings and conferences with the majority of the meetings occurring on weekends.

Current meetings include:

- National Operations Committee and Chiefs' Council – meets 3 times per year.
- Scouts NSW Board of Directors – currently meets 11 times per year, plus a planning day and an offsite weekend.
- NSW State Annual General Meeting and Branch Council Forums.
- Region Annual Report Presentations – 10 per year.
- Chief Commissioner's Council – 3 times per year.
- Region Commissioners' Forum – 4-6 times per year (optional).
- Youth Peak Award Ceremonies – 4 per year.
- Adult Recognition Award Presentations.
- Other meetings as required.

The Chief Commissioner may also be required to visit Region, State and National Youth Events as required.

Some of these attendances can be delegated.

Resourcing

The Chief Commissioner will have access to the resources required to undertake the duties of the role. This will be in consultation with the Chair of the Board and the Chief Executive Officer. Provision for appropriate travel arrangements as well as other allowances and the reimbursement of reasonable expenses is included.



Clearances

Applicants are required to have a current Working with Children Check clearance.

Candidates selected for interview will also be required to undergo a background check and a National Police Check.

How to Apply

All applications must be received by **9:00am on Monday 24 October 2022**.

Applications should be marked '**Confidential**' and emailed to the Scouts NSW Nominations Committee applications@nsw.scouts.com.au.

Your application should include:

- A current resume, including details of professional experience, relevant Scouting experience, and your Working with Children Check clearance number.
- A statement addressing the Key Selection Criteria (maximum of 1,500 words).
- Contact details of 3 referees, at least one of whom must be a person not associated with Scouting. (Referees will not be contacted without permission from the candidate).

Applicants who are shortlisted will be contacted to arrange further assessment of their applications, including an interview.

Further information

Questions about the role can be directed to the Scouts NSW Nominations Committee via email to applications@nsw.scouts.com.au.

