

Deputy Region  
Commissioner GWS  
(Program and  
Activities)

Position  
Description

August 2020 v1

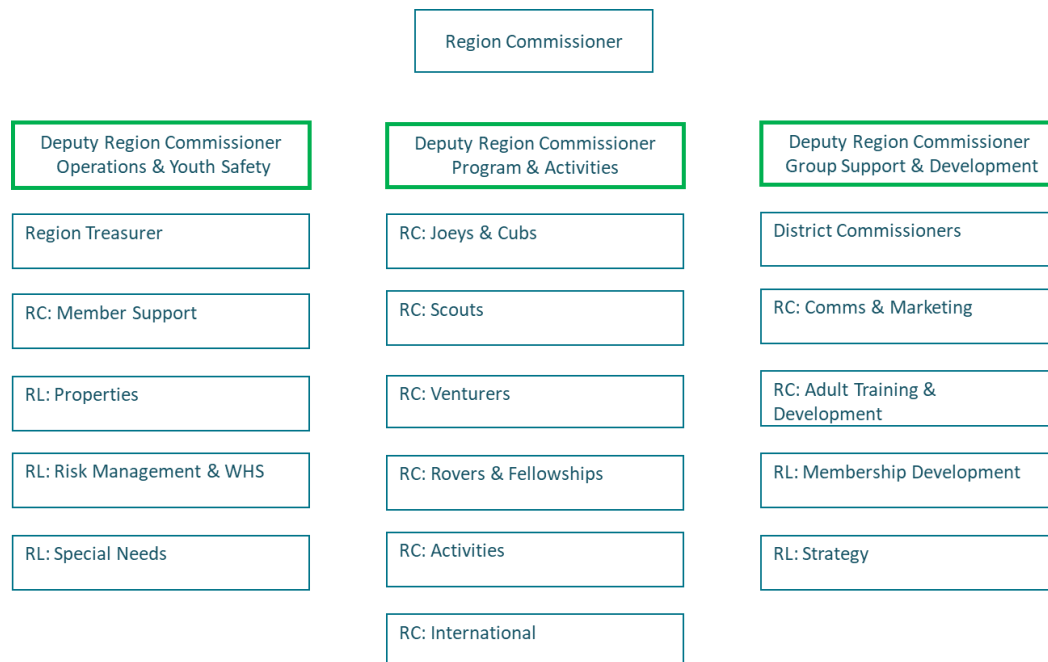
## Introduction

Three dynamic and inspiring leaders are needed for the voluntary roles of **Deputy Region Commissioner GWS (Operations & Youth Support)**, **Deputy Region Commissioner GWS (Program & Activities)** and **Deputy Region Commissioner GWS (Group Support & Development)**. The Deputy Region Commissioners will support the Region Commissioner in building a strong Region team and continuing to reposition Scouting in NSW to a new and exciting role in the community. This will require engaging with and energising the NSW Scouting community in the implementation of ambitious strategic goals, including the recruitment and retention of youth and adult members. The Deputy Region Commissioners are expected to be able to act in the Region Commissioner role at any time.

Success will be dependent on the Deputy Region Commissioners, working closely with the Region Commissioner, developing a highly skilled and motivated team of volunteers committed to the Scout Movement's values, and ensuring that the Scout program and the quality of its delivery are excellent at all levels. This will be achieved through empowering the respective teams to coordinate activities and create an environment that motivates adult members to deliver quality programs aligned with the values of Scouting and the strategic and operational plans. The Deputy Region Commissioners will support the Region Commissioner to:

- Lead and inspire an inclusive Scouting Movement and a broad range of community and government stakeholders and partners.
- Build a strong leadership team to inspire all members in Scouting.
- Develop, implement and deliver agreed goals.
- Maintain and promote an effective and generative safety culture within Scouts NSW including a robust risk based Child and Adult Safe framework.
- Demonstrate Scouting values, exhibiting confidence in the Strategy, and with a passion for relating with and inspiring others in their journey to personal growth within Scouting.

## Structure



**Key Role/Task Delineation**

<b>Task</b>	<b>Region Commissioner</b>	<b>DRC Operations and Youth Safety</b>	<b>DRC Activities and Program</b>	<b>DRC Group Support and Development</b>
Leadership focus	Manage 3xDRCs Lead & assist the Region change program	Support Region Commissioner	Support Region Commissioner Support Section, Activities and International RC's	Support DCs, Comms & Training
Strategy implementation	Oversight	Execution (Finance and Risk)	Execution (Program & Activities)	Execution (District & Groups)
Issues management *	Matters involving DRCs	Primary decision maker on Finance, Property or Safety issues	Primary decision maker on Program & Activities related issues	Primary decision maker on District & Group related issues

\* NB. the power to cancel membership lies with the Board or its delegate/s.

**Reporting Roles**

	<b>DRC Operations and Youth Safety</b>	<b>DRC Activities and Program</b>	<b>DRC Group Support and Development</b>
Direct reporting roles	Region Treasurer RC: Member Support RL: Properties RL: Risk Management & WHS RL: Special Needs	RCs: Sections (x4) RC: Activities RC: International	DCs: Districts (x7) RC: Comms & Marketing RC: AT&D RL: Membership Development RL: Strategy
Indirect reporting roles	TBA	Activities Team	District Leaders Group Leaders
Working relationships	Region Commissioner; Region Chair; DRCs; Other Uniform members		
Committee relationships	Region Commissioner's Council		
Other key relationships	Members, community stakeholders and partners		



## Major Responsibilities— Deputy Region Commissioner (Program & Activities)

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### Leadership

- Support the Region Commissioner to lead and inspire an inclusive Scouting organisation, exhibiting confidence and demonstrating Scouting values.
- Lead a strong team of senior experienced Region Leaders / Commissioners, with the skills necessary to guide and inspire adult and youth members and implement the strategic plan for Scouts NSW in GWS.

### Program

- Promote and support a dynamic youth and adult program that leads to growth in the Scout membership.
- Promote the Youth Program and special events.
- Ensure coordination between Scouting Sections to ensure maximum retention of Youth and Adult members

### Activities

- Develop and deliver enjoyable, safe Region events and activities.
- Ensure GWS is aware and complies with Scouts NSW Activities policies.
- Maintain a positive image of Scouting and its activities in NSW, with a focus on external relations.

### Governance

- Support the Region Commissioner to promote the principles of good governance for not-for-profit organisations across the operations of Scouts NSW.
- Support the Region Commissioner to ensure policies and procedures are current and responsive to the challenges of the functioning of an inclusive community-focused organisation.



## Key Selection Criteria

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### Scouting knowledge and experience

- Diverse knowledge of Scouting and a personal commitment to the Aim and Principles of Scouts Australia.
- Wood Badge (advanced adult leader training) qualified OR have the willingness to undertake training and achieve the qualification.

### Leadership

- Demonstrated core values including respect and care for individuals, inclusiveness, and a commitment to diversity, innovation and creativity;
- Able to convey a positive and constructive image of Scouting and reinforce the fundamental importance of the Scout Promise and Law in delivering Scouting programs;
- High level skills as a leader of adults, with a proven ability to work with, encourage and inspire adults with a diversity of attributes including experience, background, culture, religion;
- Demonstrate at a high level: contemporary thinking; the ability to inspire and influence; and deep experience in leading by example.
- Demonstrate a passion for Scouting.
- Significant experience in working with volunteers.

### Communication and advocacy

- High level written and oral communication skills;
- Demonstrated ability to be a strong advocate of Scouting and its benefits, and to communicate effectively with all levels in Scouting, a diverse community including State and local government, and the media.

### Issues and change management

- 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 skills

- High levels of personal motivation, organisational skills and acceptance of responsibility and accountability for outcomes.



## Other

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### Term of Appointment

The initial term is for up to 3 years. An extension period of up to 3 years will be considered. The term is subject to performance outcomes and is at the discretion of the Region Commissioner.

### Time Commitment

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

### Meetings

The Deputy Region Commissioners will attend several regular meetings and conferences with most of the meetings occurring at night or on weekends. Current meetings include:

- Region Commissioner Commissioners Council – monthly
- Region Commissioners Forum – once per year
- Other forums and workshops, as required to represent the Region Commissioner.

### Resourcing

The Deputy Region Commissioners will be resourced as required and may claim reasonable expense reimbursements.

### Clearances

Applicants are required to have a current WWCC. Candidates selected for interview will also be required to undergo a background check and a National Police Check.

## How to Apply

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All applications for the role of Deputy Region Commissioner (Operations & Youth Safety) must be received on or **before 9.00am on Wednesday 12 August 2020**. Applications should be marked '**Confidential**' and emailed to [david.stopps@nsw.scouts.com.au](mailto:david.stopps@nsw.scouts.com.au).

Your Application should include;

- A current resume, including details of professional experience and relevant Scouting experience.
- A statement addressing the Major Responsibilities, and in consideration of the Key Selection Criteria (maximum of 500 words).

Interviews for the role will take place in August 2020.

## Further information

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Questions about the role can be directed to:  
David Stopps - Region Commissioner, GWS  
E. [david.stopps@nsw.scouts.com.au](mailto:david.stopps@nsw.scouts.com.au)

