



# Position Description

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<b>Title:</b>	Assistant Chief Commissioner – Outdoor Adventure Skills
<b>Short form:</b>	ACC OAS
<b>Reporting to:</b>	Deputy Chief Commissioner - Youth Program
<b>Tenure:</b>	3 years, reviewed annually.

## Purpose of the position

The Assistant Chief Commissioner – Outdoor Adventure Skills (ACC OAS) is the volunteer member responsible to the Deputy Chief Commissioner - Youth Program (DCC YP) for:

- Focussing on the delivery of the youth program by implementing a strategic and resource generating approach to Outdoor Adventure Skills programming, resourcing, promotion and participation.
- Embedding into NSW Scouting key elements of the youth program within the Outdoor Adventure Skills areas. These key elements are: 'Plan > Do > Review', 'Embedding the Fundamentals', 'Scout Method', 'Access and Inclusion'.
- Raising the public profile of Scouts NSW as an active and effective corporate citizen in the areas of Building Resources, Promoting the Opportunities, Linking with other AA Teams, Risk Assessing, Understanding Policies and Procedures.

The ACC OAS will achieve this by identifying, recruiting, and developing State Commissioners and/or State Leaders (as approved by the DCC YP) in the areas of Building Resources, Promoting the Opportunities, Linking with other AA Teams, Risk Assessing, Understanding Policies and Procedures.

The ACC OAS will lead, coach and assist the Teams Leaders to identify, recruit, and develop formal and ad hoc (think 'project patrol') teams within their interest area.

This role will also implement communication, education, joint planning activities, team-building, goal-setting and progress reviews for the State Leaders within their assigned areas of responsibilities.

## Responsibilities and duties

The ACC OAS will assist the DCC YP in four key areas:

- Facilitating the development of Outdoor Adventure Skills at the Region, District and Group levels across all Sections;
- Co-ordinating the development of resources by Outdoor Adventure Skills State Commissioners and State Leaders (collecting ideas, creating resources, engaging with networks, and supporting parents to enable independent achievement);
- Maintain a thorough understanding of the Youth Program and actively sharing knowledge and upskilling others; and,
- Acting as a strong dynamic advocate and model of the Scout program.

Further information on responsibilities is provided in Section 1 of *The Role of an Assistant Chief Commissioner*.



## Key Performance Indicators

KPIs will be determined by negotiation with DCC YP but will include:

- Attendance at conferences & meetings
- Completion of Projects or Tasks to agreed schedules
- Personal Progression of your own Adult Leader Training
- Achievement of overall Strategic goals for the Outdoor Adventure Skills area
- (by negotiation with the DCC YP) Is encouraged to maintaining a dual (secondary) appointment role that provides sporadic direct contact with youth members, or participating in at least two locally delivered youth program activities per term

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

Further information on applicable performance indicators is provided in Section 3 of *The Role of an Assistant Chief Commissioner*.

## Attitudes

- Willingness to work intergenerationally with young people
- Strong commitment to all elements of the Scout Method
- Preparedness to share knowledge and skills with others, including youth members
- Adaptability and flexibility
- Supportive, open and flexible
- Enthusiasm to learn
- Enthusiasm for the new strategic direction of Scouts NSW, including the Strategic Plan and the Chief Commissioner's Strategic Priorities.
- If not a LOA Wood badge holder, be committed to achieving a LOA Wood badge within 12 months of accepting the position

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

Further information on desirable competency and personal attributes is provided in Section 2 of *The Role of an Assistant Chief Commissioner*.



## Selection criteria

You are invited to establish your claim to the position on the basis of six essential criteria:

1. Proven record of accomplishment of, or demonstrable capacity for, leadership and the effective implementation of significant organisational change.
2. Sound, evidence-based judgement and accountable decision making.
3. Ability to develop creative and innovative ideas for improving youth program participation
4. Proven ability to promote ideas, concepts and information to a wide body of stakeholders
5. Champion for the new strategic direction of Scouts NSW, including the current Strategic Plan and the Chief Commissioner's Strategic Priorities.
6. Wood badge holder, or commitment to achieving a Wood badge within 12 months of accepting the position

Further information on desirable competency and personal attributes is provided in section 2 of *The Role of an Assistant Chief Commissioner*.

## Skills

- Creative thinking and problem solving
- Intergenerational teamwork
- Risk assessment and responsible risk taking
- Good communication skills including the use of Information and Communication Technologies
- Ability to reflect and review
- Relationship building

## Knowledge

- Fundamentals of Scouting
- Detailed understanding of the new program and its intentions
- Youth development models
- Communication technologies and ICTs for resource development
- Learning Styles



## Accountability

- Continuously build Members' interest in your AoR.
  - Identify and coordinate influential supporters of your AoR, and form them into a team with a plan.
  - Ensure Scouts NSW website information that relates to your AoR is correct and reviewed regularly.
  - Attend and assess the effectiveness of Region and State events in fulfilling the goals of your AoR.
  - Conduct regular review meetings with Group Leaders on the status of your AoR.
  - Take an active role in the State Commissioners Advisory Council.
  - Maintain ongoing training.
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