

# Position Description

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<b>Title:</b>	State Adviser Rovers
<b>Short Form:</b>	SAR
<b>Reporting to:</b>	State Rover Council Chair (State Commissioner Rover Scouts)
<b>Reports:</b>	Region Adviser Rovers (one per Region)
<b>Liaison:</b>	State Rover Council State Rover Council Executive
<b>Appointment Term:</b>	3 Years, Reviewed Annually

## Preamble

The State Adviser Rovers is the volunteer member who reports to the State Rover Council Chair and plays a key role in supporting the successful operation of the Rover Section at a State level. The role primarily provides advice and support to the State Rover Council Chair in their role as the State Commissioner Rover Scouts and the main Rover contact and representative on the NSW State Team. In addition, the role provides support to the State Rover Council and the State Rover Council Executive as and when requested.

Rovers is a young adult section of the Scouting movement, open to people aged 18-25 and the final section in the scouting educational programme. WOSM and Scouts Australia recognises the importance of youth leadership. In the Rover Section, young adults are empowered to organise and operate their own Section from the local Unit level and all the way up to the National level. The State Adviser Rovers will play a key role in facilitating the development and growth of these future young leaders of Scouting as they progress through these formative years. They are also the ideal role model and should act accordingly, having appropriate conversations with youth members and remaining separate to the participants of the Youth Program.

The role will act as a key Adviser to the State Commissioner Rovers and provide support to the State Rover Council in all facets of their operation, including the events which are run by the Council.

## Responsibilities and Duties

While carrying out the responsibilities and duties of the role, the State Adviser Rovers will at all times 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.

Rovers are people who meet regularly and participate in a wide range of challenging and interesting activities, whilst learning skills and making many friends. The State Adviser Rovers will play a key role in facilitating the development and growth of these future young leaders of Scouting as they progress through these formative years.

The State Adviser Rovers will have a strong knowledge of Roving and ideally has prior experience in the leadership of Rovers as a member of the section. They will be a passionate advocate with boundless enthusiasm for the section and an ability to interact effectively with Rovers. In addition, they will be willing to travel across NSW and will already have, or commit to obtaining, a Rover Wood Badge.

The State Adviser Rovers will assist the State Rover Council Chair (State Commissioner Rover Scouts) in performing their role in six key areas:



1. succession planning – facilitating stability and continuity during the annual executive changeover
2. mediation and conflict resolution – assisting in the resolution of issues management in the Section
3. youth leadership – promoting and facilitating Rovers leading Rovers across NSW
4. collaborative teamwork – keeping in step with the strategic priorities for the Rover Section
5. training facilitation – encouraging the completion of appropriate training to grow and develop Rovers
6. safety & support – advocating for and encouraging an open and safe culture within the Rover Section.

### Accountability

This position is strategically important for the Rover Section providing continuity and stability during the annual Executive handover. The position will be subject to a formal annual performance review in October with feedback provided for personal development. The review outcomes will be presented to the DCC Youth Program for record keeping purposes and, at the end of the three-year term, will contribute to the overall performance review. The review outcomes will be passed on to the State Commissioner Rover Scouts at the time for the three-year review and a formal end of term review will be held with the relevant DCC's.

## Selection Criteria

Interested candidates are invited to establish their claim to the position against nine essential criteria, as well as three desirable criteria:



### Essential Criteria

- Proven track record of, or demonstrable capacity for, the facilitation of youth leadership and development
- Ability to facilitate the development of creative and innovative ideas for improving activity participation and training
- Strong organisation and communication skills using modern technologies, social media and traditional methods
- Demonstrated evidence-based judgement and accountable decision making
- Ability to work with a diverse range of stakeholders
- Proven track record of effective teamwork among young adults
- Positive commitment towards the implementation of the NSW Rovers Strategic Plan 2016-2020
- Wood Badge holder
- Not a member of the Rover section in the twelve months preceding your application

### Desirable Criteria

- Extensive prior experience as a participant in the Scouting educational programme as a youth member and/or young adult
- Commitment to obtaining a Rover Wood Badge within 12 months of appointment, if not already held
- Experience in leading or facilitating young adults at major events



## Attitude, Skills & Knowledge

### Attitude

- Be enthusiastic with a strong commitment to Scouting Principles and the importance of the Scout method in facilitating the Youth Program
- Hold a strong belief that Major Events are a key development tool for the Scout section
- Have a commitment towards the importance of activities and the 'out' in Scouting
- Be inclusive in leadership style encouraging the State Commissioner Rover Scouts team to excel
- Be respectful of all team members, accepting individual differences as a resource
- Uphold and demonstrate a commitment to the implementation of Child Safe Scouting
- To be the ideal role model and should act accordingly, having appropriate conversations with youth members and remaining separate to the participants of the Youth Program.

### Skills

- Be able to mentor, communicate with and motivate other adults and work harmoniously to facilitate the Youth Program.
- Demonstrate planning and delegation skills, where required as the Adviser
- Demonstrate risk management, work health safety (WHS), and ScoutSafe skills
- Demonstrate budgeting and financial management skills

### Knowledge

- Have a sound knowledge and strong commitment to the aims, objectives and philosophy of the Scout Movement, its policies and procedures and have a clear understanding of the methods which make it distinctive from other youth organizations
- Understand and mentor the State Commissioner Rover Scouts with the knowledge required to run Councils and liaise with the Stakeholders
- Understand and mentor Chairs of large scale events with the knowledge of how to run events
- Prior experience as a participant in the Scouting educational programme as a youth member and/or young adult preferred
- Have completed advanced training and be prepared to complete the required advanced training in the Rover Scout Section within 12 months of assuming the role.