Scouts NSW

Position Description

State Leader – Boating

(SL BT)

March 2021 v1

Purpose of the position

The State Leader (SL) Boating is the volunteer member responsible to the State Commissioner (SC) Adventurious Activities (AA) for:

- Working jointly with Specialist Boating Support Leads and with the salaried Members Services staff team to identify opportunities for member recruitment and retention
- Responding in a timely manner to requests for Program help or support from members
- Assisting appointed Guides and Region-based contacts with youth program answers for Boating disciplines.
- Mentoring and supporting leaders working towards Guide qualification in Boating disciplines
- Ensuring leaders and youth members have opportunities to participate in Adventurous Activities in Boating disciplines
- Promote cross fertilisation between Region Boating teams/guides to encourage continuous improvement of skills and best practice

The SL Boating will support the work of the Boating Leads and will interact regularly with uniformed members and supporters, as well as salaried staff, as they undertake their duties.

The SL Boating is focused on helping adult and youth members achieve the best possible program and outcomes, specifically related to Boating opportunities.

The SL Boating can be a dual appointment, secondary to a primary appointment elsewhere in Scouting, preferably in the frontline.

Reporting and Relationships and Tenure

Direct Reporting Line

The SL Boating reports to the State Commissioner responsible for Adventurious Activities portfolio.

There are no (0) direct reports to this position

The SL Boating will liaise closely with appointed Guides and Region-nominated contact people for Boating disciplines where available.

Matrix Relationship Lines

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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 SC Adventurous Activities.

Responsibilities and duties

While carrying out the responsibilities of the role, the SL Boating 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 SL Boating will comply with, and ensure the implementation of all applicable legislative and statutory regulations pertaining to delivery of Adventurous Activities Boating disciplines within the Youth Program.

The SL Boating will:

- Lead and promote Adventurious Activities in Boating disciplines within the Youth Program across the State
    - Support Region Activity Teams to provide opportunities for members to participate and gain skills in Boating disciplines
    - Promote innovation and new ideas in Activities and Activity Teams.
    - Provide age-specific support and resources to the Regions, Groups and Units
    - Promote networking across Region Boating teams and Guides to encourage continuous improvement of skills and best practice
- Work with the SC Adventurous Activities to ensure Scouts NSW has relevant and current Policies and Procedures for Boating disciplines
    - Provide expert advice on specific risks and risk management for Boating activities
    - Support the risk management standards and undertaking of compliance checks around these standards
    - Ensure leaders understand policies and procedures for Boating activities

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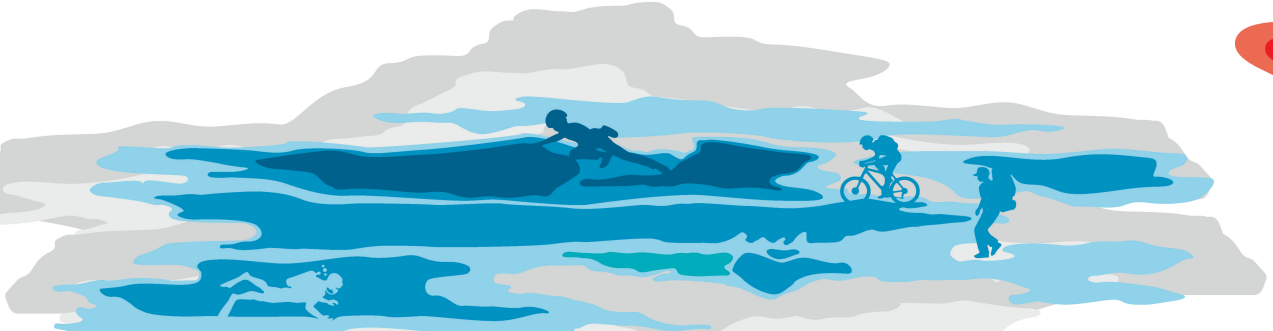
- Ensure there are sufficient suitably qualified leaders to support the delivery of Boating discipline activities within the youth program
    - Support Activity Team Leaders in regard to training requirements for their team members.
    - Facilitate mentoring and support for Boating discipline Guides and leaders working towards Guide qualifications
- Support the inclusion of Boating disciplines in Major Events (as appropriate)
    - Facilitate State or National Boating School events
- Maintain industry knowledge and networks and communicate any industry developments or opportunities to members
- Oversee the maintenance of Boating activity equipment owned by Scouts NSW and facilitate the efficient use of equipment to support the delivery of the youth program (as appropriate).
- Work with the salaried staff in the Members Services area to identify opportunities for recruitment and retention of members
- Ensure Scouts NSW website information that relates to Boating and outcomes is correct and reviewed regularly
- When possible attend and assess the effectiveness of Region and State events
- Conduct regular two-way communication with local and state Leaders on the opportunities for program enhancements and delivery opportunities
- Take an active role in meetings requiring State Leader 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 SL positions, will be both responsible and accountable for the generation and maintenance of this positive culture.



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Skills and Personal Attributes

The SL Boating, 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 Aim 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 SL Boating will be required to meet the following three criteria areas.

Knowledge and Experience

- Sound knowledge of the Youth Program and Adventurous Activities relating to Boating disciplines
- Understanding of the Australian Adventure Activity Standard
- Sound, evidence-based judgement and accountable decision-making
- Proven track record of working hard with a strong results orientation
- Industry knowledge and networks for Adventurous Activities in Boating disciplines
- Proven, successful record of effective collaboration and teamwork among adults and a diverse range of stakeholders

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- Experience managing projects and budgets

Qualifications

- Minimum one years 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 SL creates the change we want to see. Therefore, a strong achievement orientation is required. The SL Boating 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 formal education outcomes for members
- Undertake regular engagement with youth members and adults in Scouting to assist with reaching education outcomes
- Communicate with Region-based Program Support leads, as/if required

For further information and background, please contact the ACC Youth Program & Support.

Meetings and Clearances

Regular meetings include:

- State team meetings (2-3 times per year)
- Youth Program & Support meetings
- Sectional Program Support meetings (bi-monthly online), if required
- Major Event meetings, 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.

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