

Cub Scout Leader Role Description

ROLE TITLE	Youth Program Adult Leaders – Cub Scout Section
FORMATION	<<NAMEOF FORMATION>>
REPORTS TO	<<NAME OF TEAM LEADER>>

ROLE OBJECTIVE:

The adult members in the Cub Scout Section encourage and guide the Cub Scouts with their programming and activities at the local level. Cub Scouts should be able to provide ideas for their program, select youth leaders to run activities and organise their patrols, and be independent in some ways, however will need Adult Leader guidance and support for many tasks and decisions, and for the process of guiding a review of their experiences. The Adult Leaders strongly encourage progression of Cub Scouts so they can create their path, facilitating the development of each individual. The Adult Leaders promote and engage in opportunities to broaden their youth members' experiences.

KEY STAKEHOLDERS:

- Youth Members
- Parents, friends and family members
- Leaders of Youth and Adults – In all Sections and roles within your Scout Group
- Adventurous Activity Leaders
- Community Members

POSITION RESPONSIBILITIES:

Fundamentals and Program

- ✓ Guide the Cub Scouts to try new things, Creating the Path for them to learn from their mistakes, and to be a part of the Plan>Do>Review> cycle
- ✓ Facilitate outdoor experiences and learning for Cub Scouts including bushcraft, bushwalking, and camping as well as other specialty activity areas
- ✓ Make sure the program follows and embeds the fundamentals of Scouting – Purpose, Principles, Method
- ✓ Ensure the Why – (Purpose), What- (the Program) and How- (Method) of Scouting is understood by youth members and co-facilitated by you as an adult Leader and youth Leaders in the Section
- ✓ Youth Leading, Adults Supporting is facilitated in the Program in a developmentally appropriate manner
- ✓ Ensure the Purpose of Scouting is understood in context of our Educational Objectives and SPICES
- ✓ Make sure the program is implemented using all elements of the Scout Method
- ✓ Support the facilitation of Cub Scout Unit Councils
- ✓ Make sure that Cub Scouts have the opportunity to engage in active learning opportunities

Scouting Policies and Procedures

- ✓ Abide by your Branch and National Policies and Procedures
- ✓ Remain up to date with communications in Scouting such as newsletters, email communications and other forms of communication
- ✓ Abide by the adult Code of Conduct and Code of Ethics
- ✓ Abide by the organisations' Child Protection Policies and Procedures
- ✓ Attend Group Council Meetings
- ✓ Attend relevant District, Region, Branch Meetings
- ✓ Create and maintain an environment where all youth members have the right to feel safe
- ✓ Commit to ongoing personal development and training in Scouting including supporting outdoor activities
- ✓ Look after the wellbeing and safety of youth members and other adults in the organisation
- ✓ Always ensure you are creating and supporting a safe environment for all

The Adult Leader is the responsible person in the Cub Scout section to ensure adherence to all National and Branch Policies and Procedures.

In accordance with the Adults in Scouting Policy, your role as a Leader in the Cub Scout section will be reviewed at regular intervals by your Group Leader/ Leader in Charge or your District/ Region personnel. Upon review you and the reviewer can reappoint you to this Section for another agreed period, re-task your skills to another part of Scouting or resign you, depending on the needs of the Group and your needs at the time.

Scouts Australia is a Child Safe organisation. Scouts Australia is inclusive of all, regardless of gender, sexuality, race, religion, or abilities and does not tolerate any form of harm, abuse or neglect. Scouts Australia actively supports Diversity and Inclusion.

PERSONAL ATTRIBUTES:

Attitudes:	Skills:	Knowledge:
<ul style="list-style-type: none"> ✓ Willingness to work intergenerationally with young people ✓ Adaptability & flexibility ✓ A belief in learning by doing as an effective learning strategy ✓ Positive and engaging in both relationships and the delivery of the program ✓ Empathy, compassion and understanding of this age group ✓ Willingness to engage in and develop Scouting networks at all levels of the organisation ✓ Willingness to give & seek assistance ✓ Supportive & open minded ✓ A commitment to Scouting as a non-formal education Movement ✓ Strong commitment to supporting Cub Scouts in Youth Leading, Adults Supporting ✓ Able to facilitate youth empowerment while supporting a safe environment ✓ Appreciation for the journey of Scouting through our One Program, One Journey framework 	<ul style="list-style-type: none"> ✓ Problem solving ✓ Creativity ✓ Supporting 8-11yr old with goal setting ✓ Teamwork involving young people ✓ Risk Management ✓ Communication/able to support activities and tasks for 8–11 yr. old ✓ Ability to reflect and review, and facilitate a review with young people ✓ Observing and overseeing others ✓ Relationship building, helping 8–11 yr. old become a team ✓ Ability to share knowledge in an engaging way ✓ Facilitating youth-led Programming (in a developmentally appropriate way) that supports personal growth across the SPICES areas ✓ Coaching, Mentoring, Guiding and Assisting skills for young people when communicating with their peers ✓ Use of Information Technology 	<ul style="list-style-type: none"> ✓ Understanding of current generation for age range ✓ Youth development – age appropriate ✓ Program & Scout Method understanding ✓ A variety of Leadership styles and when to use them ✓ How to adapt to different needs of the youth members (Inclusive Scouting) ✓ Where to access, and engage youth members, in Scouts Australia produced resources ✓ First Aid, and age-appropriate welfare ✓ Scouting History to support a 21st Century program ✓ Understanding of the Achievement Pathways ✓ Support structures and communication pathways of your Branch ✓ Ways to minimise environmental impacts in Scouting ✓ How to access resources to learn, or experts to teach, technical skills ✓ How to use Plan>Do>Review> and why it is an important process for youth development

Scout Leader Role Description

ROLE TITLE	Youth Program Adult Leaders – Scout Section
FORMATION	<<NAMEOF FORMATION>>
REPORTS TO	<<NAME OF TEAM LEADER>>

ROLE OBJECTIVE:

The adult members in the Scout section encourage Scouts to try new things, support their program development, help Scouts review their experiences, help them stay on track, and help them understand the purpose for Scouting and the activities they engage in. Another way to think about the role, is as an inspiration source for the Scouts, a motivating person that will facilitate the Scouts engagement with the Program, so they can explore their unknown supporting their development and progression. Adult Leaders may need to promote and engage in opportunities to broaden their youth members' experiences.

KEY STAKEHOLDERS:

- Youth members
- Parents, friends and family members
- Other Leaders of Youth and Adults – In all Sections and roles within your Scout Group
- Adventurous Activity Leaders
- Community Members

POSITION RESPONSIBILITIES:

Fundamentals of Scouting

- ✓ Encourage Scouts to try new things to Explore the Unknown; learn from their mistakes, and to lead their Plan>Do>Review> cycle
- ✓ Facilitate outdoor experiences and learning for Scouts including bushcraft, bushwalking, and camping as well as specialty activity areas such as alpine, aquatic, boating, cycling, paddling and vertical
- ✓ Make sure the program follows and embeds the fundamentals of Scouting – Purpose, Principles, Method
- ✓ Ensure the Why – (Purpose), What- (the Program), and How- (Method) of Scouting is understood by youth members and co-facilitated by you as an adult Leader and youth members in the section
- ✓ Youth Leading, Adults Supporting is facilitated in the Program – and the change from Adult Leader majority facilitated to youth member majority facilitated through the Scout section
- ✓ Make sure the Purpose of Scouting is understood, and how it is reflected in the Educational Objectives and SPICES
- ✓ Make sure the program is implemented using all elements of the Scout Method
- ✓ Support the facilitation of Scout Unit Councils
- ✓ Make sure that Scouts have the opportunity to engage in active learning opportunities

Scouting Policies and Procedures

- ✓ Abide by your Branch and National Policies and Procedures
- ✓ Remain up to date with communications in Scouting such as newsletters, email communications and other forms of communication
- ✓ Abide by the adult Code of Conduct and Code of Ethics
- ✓ Abide by the organisations' Child Protection Policies and Procedures
- ✓ Attend Group Council Meetings
- ✓ Attend relevant District, Region, Branch Meetings
- ✓ Create and maintain an environment where all youth members have the right to feel safe
- ✓ Commit to ongoing personal development and training in Scouting including supporting outdoor activities
- ✓ Look after the wellbeing and safety of youth members in your section, as well as any youth members in the organisation
- ✓ Always ensure you are creating and supporting a safe environment for all

The Adult Leader is the responsible person in the Scout section to ensure adherence to all National and Branch Policies and Procedures.

In accordance with the Adults in Scouting Policy, your role as a Leader in the Scout section will be reviewed at regular intervals by your Group Leader/ Leader in Charge or your District/ Region personnel. Upon review you and the reviewer can reappoint you to this Section for another agreed period, re-task your skills to another part of Scouting or resign you, depending on the needs of the Group and your needs at the time.

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PERSONAL ATTRIBUTES:

Attitudes:	Skills:	Knowledge:
<ul style="list-style-type: none"> ✓ Willingness to work intergenerationally with young people ✓ Adaptability & flexibility ✓ A belief in learning by doing as an effective learning strategy ✓ Positive and engaging in both relationships and the delivery of the program ✓ Empathy, compassion and understanding of this age group ✓ Willingness to engage in and develop Scouting networks at all levels of the organisation ✓ Willingness to give & seek assistance ✓ Supportive & open minded ✓ A commitment to Scouting as a non-formal education Movement ✓ Strong commitment to supporting Scouts in concept of Youth Leading, Adults Supporting ✓ Able to facilitate youth empowerment while supporting a safe environment ✓ Appreciation for the journey of Scouting through our One Program, One Journey framework ✓ Understands the need for responsible risk taking by youth members between 11 & 15yrs old ✓ Provides guidance through successes and failings – and recognises that failures sometimes have the best learnings 	<ul style="list-style-type: none"> ✓ Problem solving ✓ Creativity ✓ Supporting 11-15 yr. old with goal setting ✓ Ability to encourage young adolescents to engage in the program and personal development ✓ Teamwork involving young people ✓ Encouraging young people to reach their full potentials ✓ Risk Management ✓ Communication/able to support activities and tasks for 11–15 yr. old ✓ Ability to reflect and review, and support a review with young people ✓ Observing and overseeing others ✓ Relationship building, helping 11–15 yr. old become a team ✓ Ability to share knowledge in an engaging way ✓ Facilitating youth-led Programming (in a developmentally appropriate way) that supports personal growth across the SPICES areas ✓ Coaching, Mentoring, Guiding and Assisting skills for young people when communicating with their peers ✓ Use of Information Technology 	<ul style="list-style-type: none"> ✓ Understanding of current generation for age range ✓ Youth development – particularly in adolescents ✓ Program & Scout Method understanding ✓ A variety of Leadership styles and when to use them ✓ How to adapt to different needs of the youth members (Inclusive Scouting) ✓ Where to access, and engage youth members, in Scouts Australia produced resources ✓ First Aid, and age-appropriate welfare ✓ Scouting History to support a 21st Century program ✓ Understanding of the Achievement Pathways ✓ Support structures of your Branch and communication pathways ✓ Ways to minimise environmental impacts in Scouting ✓ How to access resources to learn, or experts to teach, technical skills ✓ How to use Plan>Do>Review> and why it is an important process for youth development

Venturer Scout Leader Role Description

ROLE TITLE Youth Program Adult Leaders – Venturer Scout Section

FORMATION <<NAMEOF FORMATION>>

REPORTS TO <<NAME OF TEAM LEADER>>

ROLE OBJECTIVE:

As an adult member, and a Leader of Youth in the Venturer Scout Section, it is very important that your leadership style reflects their need for independence and self-management. You encourage and mentor them. Youth members in the Venturer Scout section are in a really exciting place in their development as young people. They are able to be independent like never before, and can seize individual opportunities that were outside their ability previously. Adult members in a role of responsibility with these youth are extremely essential as mentors. Venturer Scouts are capable of running both long term program planning, night to night weekly activities and also reviewing and reflecting on their activities/events. Another way to think about the role, is as an inspiration source for the Venturer Scouts, a motivating person that will facilitate their engagement with the Program.

KEY STAKEHOLDERS:

- Youth members
- Parents, friends and family members
- Other Leaders of Youth and Adults – In all Sections and roles within your Scout Group
- Adventurous Activity Leaders
- Community Members

POSITION RESPONSIBILITIES:

Fundamentals of Scouting

- ✓ Mentor Venturer Scouts to try new things; as they Look Wide, they will learn from their mistakes, and will take ownership and lead the Plan>Do>Review> cycle
- ✓ Mentor Venturer Scouts to have an active meaningful role in their local and national community
- ✓ Facilitate outdoor experiences and learning for Venturer Scouts including bushcraft, bushwalking and camping as well as specialty activity areas such as alpine, aquatic, boating, cycling, paddling and vertical
- ✓ Make sure the program follows and embeds the fundamentals of Scouting – Purpose, Principles, Method
- ✓ Ensure the Why – (Purpose), What- (the Program) and How- (Method) of Scouting is understood by youth members and co-facilitated by you as an adult leader and youth members in the Section
- ✓ Youth Leading, Adults Supporting is facilitated in the Program – with Adults holding a mentoring role where the youth make decisions and govern their Program/ Unit.
- ✓ Make sure the Purpose of Scouting is understood, and how it is reflected in the Educational Objectives and SPICES

- ✓ Make sure the program is implemented using all elements of the Scout Method
- ✓ Support the facilitation of Venturer Unit Councils
- ✓ Make sure that Venturer Scouts have the opportunity to engage in active learning opportunities

Scouting Policies and Procedures

- ✓ Abide by your Branch and National Policies and Procedures
- ✓ Understand the responsibilities of managing a Unit of Venturer which has minors and adults as youth members and the policies and procedures that need to be undertaken for youth members that are over 18 years of age
- ✓ Remain up to date with communications in Scouting such as newsletters, email communications and other forms of communication
- ✓ Abide by the Adult Code of Conduct and Code of Ethics
- ✓ Abide by the organisations' Child Protection Policies and Procedures
- ✓ Attend Group Council Meetings
- ✓ Attend relevant District, Region, Branch Meetings
- ✓ Create and maintain an environment where all youth members have the right to feel safe
- ✓ Commit to ongoing personal development and training in Scouting including in supporting outdoor activities
- ✓ Look after the wellbeing and safety of youth members in your section, as well as any youth members in the organisation
- ✓ Look after the wellbeing and safety of your youth members and any youth members in the organisation
- ✓ Always ensure you are creating and supporting a safe environment for all

The Adult Leader is the responsible person in the Venturer Scout Section to ensure adherence to all National and Branch Policies and Procedures.

In accordance with the Adults in Scouting Policy, your role as a Leader in the Venturer Scout section will be reviewed at regular intervals by your Group Leader/ Leader in Charge or your District/ Region personnel with input from the Unit Council. Upon review you and the reviewer can reappoint you to this Section for another agreed period, re-task your skills to another part of Scouting or resign you, depending on the needs of the Group and your needs at the time.

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PERSONAL ATTRIBUTES:

Attitudes:	Skills:	Knowledge:
<ul style="list-style-type: none"> ✓ Willingness to work intergenerationally with young people ✓ Adaptability & flexibility ✓ Belief in learning by doing as an effective learning strategy ✓ Positive and engaging in both relationships and the delivery of the program ✓ Empathy, compassion and understanding of this age group ✓ Willingness to engage in and develop Scouting networks at all levels of the organisation ✓ Willingness to give & seek assistance ✓ Supportive & open minded ✓ Commitment to Scouting as a non-formal education Movement ✓ Strong commitment to supporting Venturer Scouts in the concept of Youth Leading, Adults Supporting ✓ Able to facilitate youth empowerment while supporting a safe environment ✓ Appreciation for the Journey of Scouting through our One Program, One Journey framework ✓ Understands the need for responsible risk taking by youth members between 14 & 18yr old ✓ Provides guidance through successes and failings – and recognises that failures sometimes have the best learnings 	<ul style="list-style-type: none"> ✓ Problem solving ✓ Creativity ✓ Supporting 14-18 yr. old with goal setting ✓ Ability to mentor adolescents to engage in the program and personal development ✓ Teamwork involving young people ✓ Encouraging young people to reach their full potentials ✓ Risk Management ✓ Communication/able to support activities and tasks undertaken by 14–18 yr. old ✓ Ability to reflect and review, and support a review with young people ✓ Observing and overseeing others ✓ Relationship building, helping 14–18 yr. old become a team ✓ Ability to share knowledge in an engaging way (Learning by Doing) ✓ Facilitating youth-led Programming (in a developmentally appropriate way) that supports personal growth across the SPICES areas ✓ Use of Information Technology 	<ul style="list-style-type: none"> ✓ Understanding of current generation for age range ✓ Youth development – particularly in adolescents ✓ Program & Scout Method understanding ✓ A variety of Leadership styles and when to use them ✓ How to adapt to different needs of the youth members (Inclusive Scouting) ✓ Where to access, and engage youth members, in Scouts Australia produced resources ✓ First Aid, and age-appropriate welfare ✓ Scouting History to support 21st Century program ✓ Understanding of Achievement Pathways ✓ Support structures of your Branch and communication pathways ✓ Ways to minimise environmental impacts in Scouting ✓ How to access resources to learn, or experts to teach, technical skills ✓ How to use Plan>Do>Review> and why it is an important process for youth development

Rover Advisor Role Description

ROLE TITLE	Youth Program Adult Leaders – Rover Scout Section (Rover Adviser)
FORMATION	<<NAMEOF FORMATION>>
REPORTS TO	<<NAME OF TEAM LEADER>>

ROLE OBJECTIVE:

A Leader of Youth for the Rover Scout section is known as a Rover Adviser. This title describes the relationship that a leader of youth in the Rover Scout section has with youth, that of an advising agent, a mentor of sorts. A Rover Adviser actively supports the Unit by providing advice and guidance when it is needed. They also show a positive personal example in their life, and help the Rover Unit Council create and monitor a sustainable program across different Challenge Areas that develops the young adults in our SPICES. They ensure that the Unit has a solid sense of direction, following the fundamentals of the Scout Method. It is not required of a Rover Adviser to attend every single event and weekly night; however, the Rover Adviser must be able to be called upon for advice, counsel and support when the Unit is at a difficult decision or an impasse. The Rover Adviser must be able to interact closely with the Unit Leader. Another way to think about the role, is as an inspiration source for the Rover Scouts, a motivating person that will support their engagement with the Program.

KEY STAKEHOLDERS:

- Youth members
- Parents, friends and family members
- Adventurous Activities Leaders
- Leaders of Youth and Adults – In all Sections and roles within the Group
- Community Members

POSITION RESPONSIBILITIES:

Fundamentals of Scouting

- ✓ Advise and Mentor the Rover Scouts to try new things and go Beyond the Horizon; they will learn from their mistakes, and will take ownership to lead the Plan>Do>Review> cycle
- ✓ Advise Rover Scouts on having an active meaningful role in their local national and international community
- ✓ Make sure the program follows and embeds the fundamentals of Scouting – Purpose, Principles, Method
- ✓ Support outdoor experiences and learning for Rover Scouts including bushcraft, bushwalking and camping as well as specialty activity areas such as alpine, aquatic, boating, cycling, paddling and vertical
- ✓ Make sure the program follows and embeds the fundamentals of Scouting – Purpose, Principles, Method
- ✓ Ensure the Unit is facilitating the Why – (Purpose), What- (the Program) and How- (Method) of Scouting, and that it is understood by all members of the Unit

- ✓ Youth Leading, Adults Supporting is facilitated in the Program – with Adults advising the youth so they are empowered to make decisions and govern their Program/ Unit.
- ✓ Make sure the Purpose of Scouting is understood, and how it is reflected in the Educational Objectives and SPICES, using all elements of the Scout Method
- ✓ Support and advise the Rover Unit Council
- ✓ Make sure that Rover Scouts have the opportunity to engage in active learning opportunities

Scouting Policies and Procedures

- ✓ Abide by your Branch and National Policies and Procedures, and support the Rover Scouts to understand policies and procedures
- ✓ Understand the responsibilities of managing a Unit of Rover Scouts who are defined as adults in society. Have sound knowledge of what organisational training and adult policies all youth members of this Section need to do and adhere to as they are over 18 years of age. Remain up to date, to support the Unit Council remaining up to date with communications in Scouting such as newsletters, email communications and other forms of communication
- ✓ Abide by the Adult Code of Conduct and Code of Ethics
- ✓ Abide by the organisations' Child Protection Policies and Procedures
- ✓ Attend Group Council Meetings and encourage Rover Scouts to attend to represent their section at these meetings
- ✓ Attend relevant District, Region, Branch Meetings, including Rover Council
- ✓ Create and maintain an environment where all youth members and other adults have the right to feel safe.
- ✓ Commit to ongoing personal development and training in Scouting including in supporting outdoor activities
- ✓ Look after the wellbeing and safety of your youth members and any youth members in the organisation
- ✓ Always ensure you are creating and supporting a safe environment for all

The Adult Leader (Rover Adviser) shares a responsibility with the Unit Leader and the Unit Council of being the responsible people in the Rover Scout Section to ensure adherence to all National and Branch Policies and Procedures.

In accordance with the Adults in Scouting Policy, your role as a Leader in the Rover Scout section will be reviewed at regular intervals by the Rover Unit Council in consultation with the Group Leader and/or District Commissioner. Upon review you and the reviewers can reappoint you to this Section for another agreed period, re-task your skills to another part of Scouting or resign you, depending on the needs of the Group and your needs at the time.

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PERSONAL ATTRIBUTES:

Attitudes:	Skills:	Knowledge:
<ul style="list-style-type: none"> ✓ Willingness to work intergenerationally with young people ✓ Adaptability & flexibility ✓ Belief in learning by doing as an effective learning strategy ✓ Positive and engaging in both relationships and the delivery of the program ✓ Empathy, compassion and understanding of this age group ✓ Willingness to engage in and develop Scouting networks at all levels of the organisation ✓ Willingness to give & seek assistance ✓ Supportive & open minded ✓ Commitment to Scouting as a non-formal education Movement ✓ Strong commitment to supporting Rover Scouts embody the concept of Youth Leading, Adults Supporting ✓ Able to facilitate youth empowerment while supporting a safe environment ✓ Appreciation for the Journey of Scouting through our One Program, One Journey framework ✓ Understands the need for responsible risk taking by youth members between 18 to 25yr old ✓ Provides guidance through successes and failings – and recognises that failures sometimes have the best learnings 	<ul style="list-style-type: none"> ✓ Problem solving ✓ Creativity ✓ Supporting 18-25 yr. old goal setting ✓ Ability to mentor young adults to engage in the program and personal development (Scouting is about development of young people facilitated through fun rather than a social club) ✓ Teamwork involving young people ✓ Encouraging young people to reach their full potentials ✓ Risk Management ✓ Communication/able to support activities and tasks undertaken by 18–25 yr. old ✓ Ability to reflect and review, and support a review with young people ✓ Observing and overseeing others ✓ Relationship building, helping 18–25 yr. old become a team ✓ Ability to share knowledge in an engaging way (Learning by Doing) ✓ Facilitating youth-led Programming (in a developmental way) that supports personal growth in our SPICES ✓ Use of Information Technology 	<ul style="list-style-type: none"> ✓ Understanding of current generation for age range ✓ Youth development – particularly in young adults ✓ Program & Scout Method understanding ✓ A variety of leadership styles and when to use them ✓ How to adapt to different needs of the youth members (Inclusive Scouting) ✓ Where to access, and engage youth members, in Scouts Australia produced resources ✓ First Aid, and age-appropriate welfare ✓ Scouting History to support 21st century program ✓ Understanding of Achievement Pathways ✓ Support structures of your Branch and communication pathways ✓ Ways to minimise environmental impacts in Scouting ✓ How to access resources to learn, or experts to teach, technical skills ✓ How to use Plan>Do>Review> and why it is an important process for youth development