



SCOUTS WA - POSITION STATEMENT	
POSITION NUMBER:	VP-011
POSITION DESCRIPTION:	Regional Commissioner Country Regional Commissioner Perth North Regional Commissioner Perth South
DEPARTMENT:	Operations Directorate
TENURE:	3 Years
IMMEDIATE SUPERVISOR:	Assistant Chief Commissioner Operations
FIRST LEVEL SUPERVISION:	District Commissioners
LIAISES WITH:	Scouts WA Head Office Executive Leadership Team Field Leadership Team District Commissioners Group Leaders
COMMITTEES:	NIL
The Purpose of the Scout Movement is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities. Scouts WA is a child safe organisation with zero-tolerance for any harm, abuse or neglect. Scouts WA values the diversity of our members, including gender, sexuality, race, religion and ability. Scouting focuses on youth members fully engaging with the program by supporting and managing those in adult and youth leadership roles.	
ROLE OBJECTIVE	
This role is responsible for providing strategic leadership and oversight of an operational Region of Scouts WA, with a focus on the long-term sustainability, growth, and effectiveness of Scout Groups and Districts. The role leads a team to ensure Districts, and through them Scout Groups, are supported to deliver a high-quality, accessible, and relevant youth program, while identifying emerging challenges and opportunities to strengthen Scouting across the Region. This role is responsible for the strategic management and support of Districts and Groups, including developing leadership capability, promoting Scouting within the community, supporting adult training and development, and ensuring effective implementation of policies and standards. The role also provides feedback and solutions to support continuous improvement across the organisation. This is a senior management role and sits on the Field Leadership Team.	



ROLE RESPONSIBILITIES

The Regional Commissioner is Accountable for:

- Providing strategic leadership of the Region, ensuring the long-term sustainability, growth, and resilience of Scout Groups and Districts.
- Monitoring and actively managing the health, performance, and viability of Groups and Districts, identifying emerging risks early and implementing appropriate support and intervention strategies.
- Ensuring the consistent delivery of a high-quality youth program, with a focus on accessibility to key opportunities including Personal Development Courses, Adventurous Activities, and major events.
- Driving the promotion and growth of Scouting within the Region, increasing visibility, strengthening community engagement, and supporting recruitment and retention of youth and adult members.
- Leading the development, capability, and retention of adult leaders, ensuring strong leadership pipelines through training, mentoring, and succession planning.
- Overseeing the implementation of policies, standards, and organisational changes, ensuring they are practical, understood, and consistently applied across the Region.
- Providing structured feedback on policy, systems, and operational challenges, contributing to continuous improvement and effective implementation.

FUNCTIONS AND DUTIES

The Regional Commissioner will:

- Maintain ongoing strategic oversight of regional operations, ensuring alignment with policy while adapting approaches to support sustainable local delivery.
- Establish regular engagement with District Commissioners and Group Leaders to identify emerging issues early and coordinate timely, practical solutions.
- Contribute to the continuous improvement of systems, processes, and operational practices, ensuring they are effective and reduce administrative burden at Group level.
- Support Districts to strengthen Group-level sustainability, including leadership continuity, program quality, and volunteer capacity.
- Facilitate and support adult training and development pathways, ensuring leaders have access to required training, mentoring, and opportunities for growth.
- Promote and enable youth access to program opportunities, including coordinating or supporting delivery of Personal Development Courses and other key activities across the Region.
- Actively review policy and procedural changes, gathering feedback from the field and proposing practical solutions to improve implementation.
- Represent Scouting within the community to promote visibility, partnerships, and growth opportunities.
- Undertake other duties as directed by the Assistant Chief Commissioners | Operations.



AUTHORISATIONS AND DELEGATIONS

- Direct liaison with areas identified above;
- Consult with relevant Scouts WA personnel and civilian instrumentalities or organisations as required;
- Visit/attend Units, Groups, District, Region and Branch activities as requested;
- Authorities as provided within the Scouts Australia Policy and Rules.

PERSONAL ATTRIBUTES

Attitude

- Demonstrates strong alignment with the Vision, Aim, and Principles of Scouting, with a commitment to strengthening and sustaining Scouting within the Region.
- Acts as a positive and credible role model for both Youth and Adult Members.
- Shows a commitment to continuous learning and professional development, both personally and across the Region.
- Values and promotes the One Program continuum, ensuring consistent and high-quality program delivery across all sections.
- Champions the Youth Leading, Adults Supporting philosophy in both leadership approach and decision-making.
- Upholds and models the Scouts Australia Code of Ethics and Conduct at all times.

Skills

- Demonstrates strong strategic communication skills, with the ability to engage effectively across all levels of the organisation.
- Confident in public speaking and representation, including presenting at meetings, events, and community forums.
- Ability to build, lead, and develop high-performing teams, with a focus on sustainability and succession.
- Skilled in people management, mentoring, and conflict resolution, supporting positive and productive environments.
- Capable of analysing issues, developing solutions, and providing clear, actionable recommendations.
- Strong written communication skills, including the ability to prepare reports, provide feedback, and contribute to policy and process improvements.
- Competent in the use of digital systems and tools, including Microsoft Office and organisational platforms.
- Knowledge
- Strong understanding of Scouts WA systems and operations, including effective use of ScoutMap to support membership and program delivery.
- Demonstrated commitment to the Scout Promise and Law, and their application in leadership.
- Comprehensive understanding of the Youth Program, including pathways, opportunities, and how to ensure access and quality across the Region.



QUALIFICATIONS AND SKILLS

Mandatory

- Holds, or is willing to attain within 12 months, a Wood Badge in Leader of Adults
- Demonstrated experience in a senior leadership or management role, with responsibility for leading teams, driving outcomes, and managing performance.
- Proven ability to operate at a strategic level, including planning, decision-making, and implementation of organisational priorities.
- Meets all requirements for membership of Scouts WA.

Desirable

- Significant experience within Scouts WA, with a strong understanding of its structure, operations, and the challenges facing Groups and Districts.
- Demonstrated understanding of governance, policy, and operational frameworks, including the ability to support effective implementation and provide constructive feedback.
- Experience in conflict resolution, mediation, or complex people management, supporting positive outcomes in challenging situations.
- Understanding of risk, compliance, and ethical practice, including fraud and governance awareness.
- Experience in training, mentoring, or capability development, supporting the growth of adult leaders.
- Strong interpersonal and stakeholder engagement skills, with the ability to build relationships across diverse groups.
- Working knowledge of ScoutMap and other organisational systems, or the ability to quickly acquire proficiency.
- Demonstrated competence in digital tools and systems, including the Microsoft Office suite, to support communication, reporting, and operational effectiveness.

EXPERIENCES

- Demonstrated experience in leading and managing people, including building capability, supporting performance, and developing sustainable teams.
- Proven ability to work collaboratively across teams and stakeholders, fostering strong relationships and contributing to shared outcomes across the organisation.

REQUIRED MEETINGS

- Field Leadership Team Meetings
- Region Meetings
- District Council Meetings – As Required
- Group Council Meetings – As Required
- Scouts WA Annual General Meeting
- There may be Branch functions or local events you may be invited to.

KEY PERFORMANCE INDICATORS

To be discussed