



ROVER SCOUTS VICTORIA

REVIEW OF ROVER ADVISORS AND ROVER SUPPORT COMMISSIONERS

Rover Advisors are appointed by a Crew to provide them with advice, guidance, mentoring and participate in the development of individual Rovers to ensure their time in Roving is enjoyable and fun.

Similarly, but at a different level, Rover Support Commissioners are appointed at Region and Branch Level to facilitate the success of Regions and Branch.

In order that Rover Advisors and Support Commissioners continue to provide a positive contribution to the Crew or Region, and that they are meeting the ongoing needs of the Crew, it is appropriate that their level of interaction be reviewed on a regular basis. In some Crews this may be at the Crew AGM or for others, it may be at some other pre-determined time.

The Rover Advisor Expectations endorsed by the National Rover Council (NRC) – copy attached – provide a series of guidelines for occupants of Rover Advisor positions. These Expectations, along with a position description, should form the basis of a Rover Advisor review.

However, before any regular discussion can take place, Crews need to clearly establish, in conjunction with their Rover Advisor, what expectations will apply.

Whilst this list is not meant to be exhaustive, and will need adaption for specific Crew needs, some areas of agreement could be as follows:

- What is the level of participation in Crew events/meetings/activities?
- How will the Advisor offer a mentor role to the Crew Executive and Crew members?
- What is the expected level of engagement of the Advisor with Crew members?
- How will the Advisor develop and encourage Crew members to participate fully and undertake roles on the Crew Executive?
- Is the Advisor appropriately trained or undertaking training?
- Does the Advisor set a high standard, keep an open mind and play an active role in conflict resolution, if appropriate?
- What is the level of overall advice to ensure consistency with Crew requirements and assist with the direction of the Crew?

Having determined the level of contribution and nature of advice and participation, these agreed aims should be documented in order that there is clarity by all parties in terms of outcomes.

Where concerns arise, Crews should aim to address these matters with Advisors so that appropriate improvements can be initiated.

Before and during these processes, Crews may reach out to their Region team, or member of the Victorian Rover Council (VRC) for assistance.

Reviews of Region Rover Support Commissioners will be conducted jointly by Region Chairs and a member of the VRC Commissioner team.