

ROLE STATEMENT

Role Title:	Regional Manager – Tasmania
Department/ Team:	South Zone
Location:	Hobart
Reports to:	Group Director, South Zone

<p>SU Australia’s Vision & Mission</p> <p>Scripture Union Australia (SUA) is an interdenominational Christian movement committed to providing Australian children, young people and families with opportunities to experience the transforming love of Jesus and to pursue a lifelong journey of discipleship.</p> <p>SUA is part of the worldwide Scripture Union movement, a movement of Christians working with churches to make God’s Good News known to children, young people and families and to encourage people of all ages to meet God daily through Bible reading and prayer. (Scriptureunion.org.au)</p> <p>SUA is a charitable 'limited by guarantee' not-for-profit organisation comprising more than 900 staff and thousands of volunteers, working with churches and serving in communities in all states and territories across Australia.</p> <p>All SUA staff and volunteers are empowered and equipped to champion a child safe culture and are committed to the highest standards of safety and care in our work with children, young people and families.</p>
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<p>Purpose of Role</p> <p>The Regional Manager is the face of SUA in Tasmania, providing spiritual and strategic leadership across all ministries, networking and building relationships with external stakeholders, and with an infectious passion to see SUA grow and thrive in Tasmania.</p> <p>Reporting to the Group Director, South Zone, the Regional Manager will work with their field ministry teams to birth and grow ministry in Tasmania, including developing a sustainable funding base for activities, and providing leadership in nurturing our commitment to the safety of children and young people. You work will be supported with resources and expertise from SUA’s support teams.</p>
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Direct Reports (roles):	Total Number of Reports (head count):
3	80

Key Relationships	
Primary Internal Stakeholders	<ul style="list-style-type: none"> ● Regional and Zone team including chaplains ● Support Hub team ● Engage and Equip team ● People Services team ● Finance and Assets team
External Stakeholders	<ul style="list-style-type: none"> ● The SU movement – volunteers, supporters, chaplaincy committees ● Key Church and Community leaders ● Department of Education ● School Principals and their representatives

Key Accountabilities	
Accountability areas	Responsibilities
1. Spiritual leadership	<ul style="list-style-type: none"> • Providing spiritual leadership and support for SU employees and volunteers in the Region. • Encouraging employees and volunteers through work and example to live a Christ centred life, committed to the Bible and prayer. • Seeking to follow Christ and his example in your relationships, decision-making and conduct. • Contributing to building a culture where our people consider themselves followers of Christ first and Christian leaders in their community/place of work second. • Encouraging our people to exhibit the fruit of the Spirit in their personal and work lives.
2. Strategic leadership	<ul style="list-style-type: none"> • Grow the scope and effectiveness of ministry in Tasmania. • Encourage innovation and new ministry initiatives and ensure effective implementation across the region. • Contextualise and oversee the delivery and implementation the SUA ministry strategy in the region, with support from the Support Hub and SU Equip teams • Provide oversight and support to the Field Development Managers and connection to the support teams. • Organise and support employees and volunteers to effectively deliver programs and ministry within the SUA strategic plan, ensuring they have access to high quality training and coaching. • Lead a positive culture of safety and care throughout the SU movement in Tasmania, ensuring proper oversight of all activities.
3. External stakeholder relationships	<ul style="list-style-type: none"> • Develop and maintain strong, effective and strategic external relationships particularly with church leaders, community leaders, state government personnel, politicians, supporters and key volunteers to create a good community support for SUA ministries in Tasmania. • Ensure that SUA ministries are conducted in partnership with local Churches, with whom we enjoy a mutually beneficial relationship. • Support staff and volunteers to advocate for the work of SU at churches and community forums. • Build the SU movement by sharing the story of what SU is doing, building prayer support, and nurturing volunteers and supporters. • Promote the importance of child safety and the Childsafe system • Encourage, support and participate in regional networks of youth and children's workers and oversee a strategic training plan for the region.

<p>4. Financial Management</p>	<ul style="list-style-type: none"> ● Ensure SUA ministries in the region are financially viable and sustainable. ● Work with the Group Director to develop and manage the operational budget for the region, including income and expenditure. ● Develop and implement initiatives, with support from the Group Director and from the Engage and Equip Department, for income generation to support ministry and programs in the region.
<p>5. Team leadership</p>	<ul style="list-style-type: none"> ● Ensure team members have a clear understanding of their role within the broader department objectives, and they receive the training resources, feedback and support necessary to excel at their role. ● Ensure the team delivers on the relevant objectives outlined in the SU Australia Strategic Plan. ● Provide leadership in relation to child safety by acting as a role model and ensuring that all team members demonstrate behaviour in line with a child safe culture. ● Monitor the health, well-being, welfare and morale of the team. ● Prioritise, delegate, oversee and coordinate the day-to-day operational and administrative functions and lead the team to promote acceptable service delivery standards. ● Oversee the equitable distribution and balance of workload. ● Identify and manage performance issues. Escalate serious or ongoing issues to the Group Director and People Services for guidance. ● Undertake regular meetings, conduct training and arrange professional development activities for team members.
<p>6. Risk and compliance</p>	<ul style="list-style-type: none"> ● Maintain a team that is free from harassment, bullying and discrimination in support of relevant federal and state legislation and SU Australia policies. ● Ensure team members are aware of their compliance obligations, including their Work Health and Safety (WHS) obligations.
<p>7. Team contribution</p>	<ul style="list-style-type: none"> ● Contribute to the immediate team and the broader teams in SU ● Participate in SU devotion activities including prayer retreats ● Contribute at team meetings ● Participate in wider organisation-based activities and learning opportunities ● Demonstrate behaviour in line with a child safe culture ● Comply with WHS requirements ● Protect own health and safety ● Protect safety of others. Report hazards, risks and all incidents.

Qualifications and experience

- Minimum of five (5) years' experience leading a team, preferably with some experience within the not-for-profit sector
- Relevant tertiary qualifications are highly desired (eg youth work, leadership, business or a related field).
- Experience in designing, delivering and/or coordinating programs for children and young people, ideally in a Christian context.

Competencies

Competency areas	Definitions
Technical/Professional	<ul style="list-style-type: none"> • Experience with leading geographically dispersed teams in an engaging and inclusive manner • Relationship building and networking experience, preferably within a church-related environment • Ability to represent the organisation in a highly professional manner at functions, church environments, and with key external stakeholders (including donors and partners)
Child safety awareness and leadership	Role modelling behaviour for team members and others in the organisation that demonstrates the value of children and young people. Demonstrating and inspiring a commitment to child safety, child wellbeing and cultural safety.
Financial astuteness	Understanding financial data and managing financial resources, including budgets and resource allocation.
Judgment/ decision-making	Committing to an action after evaluating alternatives based on logical assumptions and facts. Taking into consideration the resources available, operational constraints and organisational values when deciding on a course of action.
Maximising performance	Establishing performance goals, coaching performance, provide training, and evaluating performance.
Organisational awareness	Having and using knowledge of systems, situations, pressures, and culture inside the organisation to identify potential organisational problems and opportunities; perceiving the impact and the implications of decisions on other components of the organisation.
Strategic leadership	Creating and achieving a desired future state (vision) through influence on organisational values, individual and group goals, reinforcements, and systems.

Strategic planning	Establishing a course of action to accomplish a long-range goal or vision; allocating resources – human, material, financial; defining intermediate goals and contingencies.
Team leadership	Role modelling behaviour for team members and others in the organisation that demonstrates servant leadership in accordance with a Christian ethos. Interacting with all SU Australia people and stakeholders in a manner that demonstrates respect, consideration and encouragement.

Additional Requirements	
<p>SU Australia requires that the incumbent:</p> <ol style="list-style-type: none"> 1. agree with, and agree to work under, the aims, beliefs and working principles of SU 2. be able to demonstrate a living and personal relationship with Jesus Christ 3. be able to show strong Christian character evidenced by servant leadership, valuing of people in general and marginalised people in particular 4. be a respectable member of a local Christian church we recognise 5. be in receipt of a current positive Working With Children Check for the purposes of child related employment 6. be willing to work under SU Australia’s Staff Code of Conduct 	

Developed by	Group Director, South Zone
Approved By	Group Manager, People Services
Effective Date	September 2021