ROLE STATEMENT

SU Australia

Role Title:	**Camping and Missions Team Leader**
Department/ Team:	**SU Equip**
Location:	**Australia**
Reports to:	**Group Manager – SU Equip**

Scripture Union Australia Vision & Mission
Scripture Union Australia (SU Australia) 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. SU Australia 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) SU Australia 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. All SU Australia 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.

Purpose of Role
This role is responsible for leading the Camping and Missions Team in SU Equip to work with people in SU field ministry roles to: ● develop national strategies; ● develop resources; ● standardise training; and ● facilitate camping and missions communities of practice. The aim of the above responsibilities is to grow the capability and capacity of SU volunteers and staff as they further SU Australia's camping and mission ministry. The incumbent will provide leadership in nurturing our commitment to the safety of children and young people.

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Direct Reports (roles):	Total Number of Reports (head count):
Camps and Missions Specialists	**2-3**

Key Relationships	
Primary Internal Stakeholders	- SU Equip staff - Zone Group Directors - Other Zone-based field staff (RMs, FDMs, Catalysts) - Camping and Mission Volunteers
Other Internal Stakeholders	- Support Hub team - Risk and Compliance team - People Services
External Stakeholders	- Australian Camping Networks/Peak Bodies - Partner organizations - Churches/Pastors - Service Providers - Governmental agencies

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Key Accountabilities	
Accountability areas	**Responsibilities**
1. Spiritual leadership	● Providing spiritual leadership and support for the Camping and Missions team. ● Encouraging employees and volunteers through work and example to live a Christ centered 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 Development & Partnerships	● Advocate for local mission collaboration ● Champion SU Australia's Key Distinctives and Principles within camping and mission ministry ● Research, develop and promote new ideas that encourage effective practice in camp and mission ministry. ● Work with field staff to develop ministry growth strategies. ● Network with camping industry partners ● Oversee and facilitate Camping and Missions communities of practice ● Identify and enable the sharing of successful ideas across zones
3. Training and Volunteer Development	● Oversee the development and delivery of National Camping and Missions Volunteer training. ● Consultation/Training with/for SU Coordinators and Critical Incident/Response Team. ● Provide specialist support to SU Coordinators and Team Leaders
4. Programs	● Oversee/Coordinate SU Specialist Camps (Schoolies, Camp Leaders Weekend and Training Week, etc.) ● Working with field workers (volunteers and staff) and Camping and Missions Team to conduct ongoing evaluation and review of Camp and Mission Programs to ensure ministry effectiveness ● Working with the Risk and Compliance team, Support Hub and Camping and Mission Team to provide risk management support to field workers

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5.	Resources	- Working with the Camping and Missions Team to develop and deliver resources to enhance and grow camping and missional ministry practice. - Working with field workers and Camping and Missions Team to conduct ongoing evaluation and review of resources used/endorsed by SU Australia for Camping and Missions to ensure ministry effectiveness
6.	Team leadership	- 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. - Plan and facilitate the development and coordination of training for the team. - Plan and provide orientation and induction of new team members for their role. - Review performance against goals and establish an annual development/learning plan with each staff member. - Identify and manage performance issues. Escalate serious or ongoing issues to the relevant Group Director and People Services for guidance. - Monitor attendance and approve leave arrangements. - Revise Role Statements annually with guidance from the reporting manager and People Services. - Develop and maintain documented procedures and recommend improvements as necessary. - Undertake regular meetings, conduct training, and arrange professional development activities for team members. - 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, wellbeing, welfare, and morale of the team.
7.	Risk and compliance	- Check that new team members complete an induction program and understand their compliance obligations with Work Health and Safety (WHS). - Remind team members regularly of their compliance obligations, and inform them of any legislative or policy or procedure changes relating to WHS. - Check that new team members understand SU Australia's expectation to maintain a healthy workplace free from harassment, bullying and discrimination. - Maintain a team that is free from discrimination in support of the relevant federal and state legislation and SU Australia policies.

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8.	Team contribution	- Contribute to the immediate team and the broader teams in SU Australia - Participate in SU Australia 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 the safety of others. Report hazards, risks and all incidents.

Qualifications and experience
- Tertiary Qualification in Youth Work, Ministry or Outdoor Education (highly desired)   - Minimum 5 years Camping/Local Missions Experience (Coordinating Programs)   - Team Leadership Experience

Competencies	
Competency areas	**Definitions**
Technical / Professional	- Strategic planning and implementation - Demonstrated capacity to network and relate well with a range of people, and build effective partnerships - Problem Solving - Broad understanding of camping and mission ministry in Australia - Clear understanding of legal requirements for camping and mission ministry in Australia. - Administration and IT capability (understanding of relevant digital service platforms
Child safety awareness and leadership	Role modeling 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.
Collaboration	Working effectively with others in the organisation (including fellow team members and people in other teams) to accomplish organisational goals and to identify and resolve problems.

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Customer service	Making efforts to listen to and understand stakeholders (both internal and external). Anticipating stakeholders' needs and giving high priority to stakeholder satisfaction.
Delegation of authority and responsibility	Allocating decision-making authority and task responsibilities to appropriate team members. Utilising team members' time, skills and potential effectively. Intervening to resolve issues for team members when required.
Maximising performance	Establishing performance goals, coaching performance, providing training, and evaluating performance.
Planning and organising	Establishing a course of action for self and/or others to accomplish goals. Prioritising the work of the team appropriately. Monitoring team workload and taking corrective action when required.
Team leadership	Role modeling 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
SU Australia requires that the incumbent: 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 marginalized 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 Conduct and Behaviour Standards

Developed by	**Group Manager, SU Equip**
Approved By	**Group Manager, People Services**
Effective Date	**February 2022**