



Introducing Leadership in Rovers

A Roadmap for Rovers

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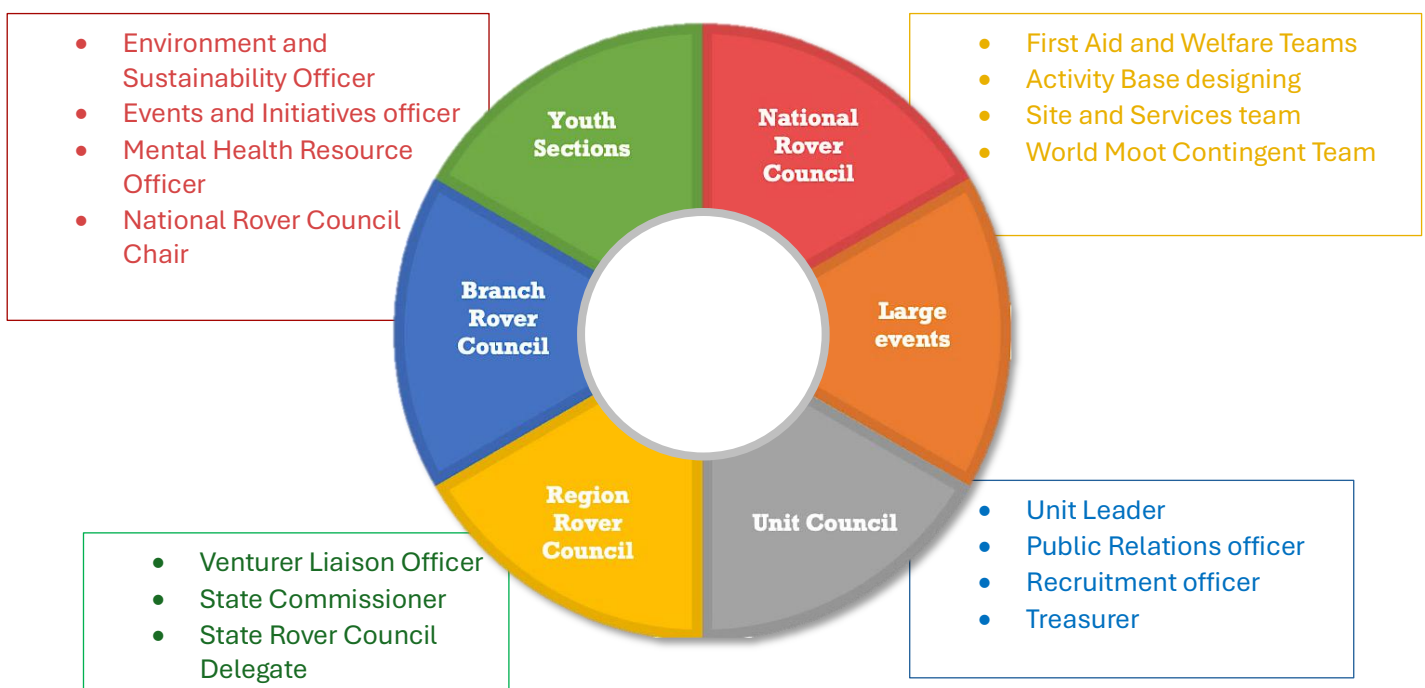
Rovers really has something for everyone. Not only will this journey bring great friendships and some of the best experiences of your life – if you're open to learning and challenging yourself you will also find endless opportunities to develop as a person, gain confidence, resilience and even nationally recognised qualifications up to the level of Advanced Diploma - simply through Scouting! Each Rover chooses their own path and their own goals, but many quickly learn that giving isn't zero-sum equation, there is much you can gain from service to others. This is a guide on how to utilise the best resources Scouts offers, and how to find the right supports, to get the most out of your Rovering Journey.



What is Leadership in Rovers?

Leadership is something embedded in the fabric of Rover Scouts. As the only self-governed Scout section, there are countless opportunities for every Rover to make a positive difference. Leadership isn't necessarily formal activity – it is a quality of each person, and emerges naturally, often at unexpected times in unpredictable ways. Leadership can also be learned, taught, and cultivated. Through Rovers' structures of self-governance, there are many opportunities for this, as well as countless more throughout broader Scouting in Australia. From leading Cub Scouts on a bushwalk; to leading a discussion by sharing a unique perspective; to looking after the health and welfare of participants on a camp; to handling public relations for an international Scouting event – the possibilities are endless.

Examples of Rover Leadership roles:





Locky Fraser

1st King Langley Rovers
NSW Treasurer 2023-2024
Welfare Team Head, GWS
Waratah 2023

Q: What's been your favourite leadership experience in Rovers?

"I really enjoyed when I have been able to lead welfare/first aid/mental health/YSA teams at events especially moots. Being able to help Rovers in a time of need is one of my passions in Rovers.

Q: What did you gain from this?

When I ran welfare at Waratah (GWS Venturer camp) I had a "calm corner" with sensory toys and games. Seeing the Venturers and some Rovers come in and relax and debrief on the day was really great.

Leadership in Rover Governance

Through voluntary roles within Unit, Region, State and National councils, and in the patrols response for running every great Scouting event and activity, individuals frequently discover strengths within themselves they never knew they had!

Beyond nightly programming, there is so much going on behind the scenes working to make Rovers as good as it can be. While you may be familiar with your Unit Council, above it there are three more levels of Rover organisation and governance: At Region there is often (but not always) an RRC (**Region Rover Council**), responsible for Region-level events, supporting Rover Units, and representing the interests of Rovers within the

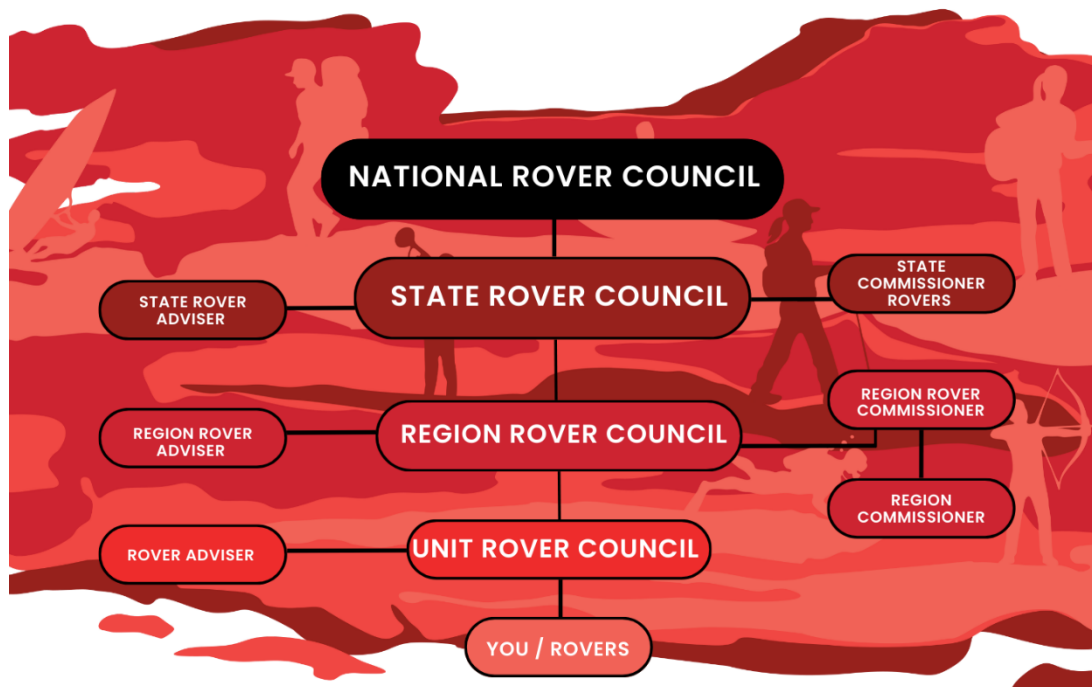


Image sourced from: 'The Introductory Guide to Rovers' (2024), Claire Stafford, GyMEA Rovers.

Region. RRCs are supported by BRCs (**Branch Rover Councils**), who perform the same function at the State or Territory level. BRCs in turn are supported by the NRC (**National Rover Council**). Outside of the day-to-day business of ‘governing’ - working to ensure our Program is fun and fair for everyone - each branch of leadership has the capacity to take the section in bold new directions, create new opportunities for Rovers, impact the lives of hundreds, or make a positive contribution to society and the environment.

“My role on NRC may be the highlight of my entire scouting career, I learnt so much, met so many people and had so much fun.”

Q: Why did you try out for environment officer?

“My background is an environmental scientist, and I’ve never had a scouting role pop up at any level that I had qualifications in so when I saw the ad I was very excited and it’s something I’m passionate about and I could confidently do.

Q: Are there any misconceptions about taking on NRC roles like this which you think dissuades people from giving it a go?

“I feel like I thought a role in NRC would take up a lot more time and effort than something at a unit or region level, but it was the opposite really, I have more work as a region secretary! It’s very easy and also very fun as the things you’re dealing with are actually having a nationwide effect and you’re aware of the change you’re making on the scale, it’s very inspiring.”



Steph Cowling

1st Austinmer Rovers
NRC Environment Officer – 2022-2024
Secretary, South Coast and
Tablelands Region Rover Council -
2024 - 2025

Leadership in Rover Events



Rovers are notorious for running awesome events...worldwide! Rover moots may often have over one hundred participants, National Moots (held every three years) can have upwards of 1000 participants. There are also World moots, and many other international Scouting events that NSW Rovers get invited to. There is a side to Scouting events that doesn’t get as much airplay: the role of the volunteers who make them awesome and possible - in activities, logistics,

welfare, and much more. Taking part in service teams for local and International Scouting events is a fast-track to lasting friendships, increased confidence and VET qualifications. For [upcoming National and Global Scouting events, click here.](#)ⁱ For upcoming NSW events, follow the [NSW Rovers Facebook page](#), or seek out the SRC delegate(s) of your Region Rover Council.

Have fun while building a better future

The skills Scouting teaches are becoming increasingly valuable to society, and to employers. Recent changes such as the growth of artificial intelligence and the global push for net-zero have put a premium on the kind of ‘transferable skills’ that can’t be automated. A 2023 UK study of 500 employers found they 57% valued transferable skills - leadership, emotional resilience and teamwork - above technical skills, and that most struggled to hire young people enough of these skills (Demos 2024)ⁱⁱ. These also happen to be among the core skills that one picks up through regular participation in the Rover program.ⁱⁱⁱ

Problem Solving and Decision Making:

- Scouting’s complex issues translate into excellent problem-solving abilities for the workplace.

Communication and Public Speaking:

- Regular communication in Scouting builds confidence and public speaking skills.

Resilience and Adaptability

- Developing resilience and adaptability as volunteers translate into success in leadership roles.

Leadership and Teamwork:

- Leadership roles in Scouting enhance skills for professional leadership and management positions.

Extract from “[Bridging the Gap: How Scouting Skills Translate into Career Success](#)” (Scouts NSW) ⁱⁱⁱ

Scouts Australia Institute of training:

The Scouts Australia Institute of Training (SAIT) recognizes the value of Scouting skills through a Recognition of Prior Learning (RPL) process. Through RPL, your Scouting experiences can be translated into nationally recognized VET qualifications, helping you bridge the gap between Scouting and formal education, making your outdoor adventures and leadership roles count toward certificates and diplomas. Scouting can be recognized and contribute to your professional qualifications, opening doors to career opportunities you may not have imagined. Scouts isn’t just an adventure; it’s an investment in your future success.

➤ [Discover the different training pathways](#)^{iv}



Tom Bury

Unit Leader, 1st Kissing Point Rovers –
2025/26
Assistant Chair, Sydney North Region
Rover Council – 2024-2025
Public Relations Officer, NSW State
Rover Council - 2023 -2025

Q: What have you gained from your leadership roles?

“I think anyone would be lying if they say they haven’t gained anything, even if you have tons of years of experience up your sleeve, you are always learning. what I have gained from it is experience of learning more about the Rovers in our region and learn different strategies to help develop our region for the better.

Q: Are there any misconceptions about taking on leadership roles like this which you think dissuades people from taking the plunge?

“Some believe leaders must know everything, but effective leadership is about asking the right questions. Others fear it will consume their personal time, though good time management and boundaries prevent burnout.

...There's also the notion that only extroverted, charismatic individuals can lead, yet introverts often excel through thoughtful listening and strategy [...]. People assume leaders must be flawless, but making errors and learning from them actually strengthens their credibility. Additionally, some think leadership requires years of experience, but a willingness to grow is often more valuable.”

The Young Leader Development Program

In addition to your peers and Unit Council, your RA, and your Region Council, many structures exist within Scouts NSW to support and encourage Rovers to develop their leadership abilities. Any Rover interested in becoming a Youth Program leader, or a Program Support Leader is strongly encouraged to apply for the *Young Leader Development Program* (The YLDP) - a scholarship program which offers the chance to gain valuable leadership and management skills to take with them into the future while Scouts NSW covers the cost of Phase 1 Leader training.

This program gives participants a chance to receive their Certificate of Proficiency within 12 months, as well as be eligible for nationally accredited qualifications, a Certificate III in Business, Certificate II in Outdoor Recreation, and a Certificate III in Active Volunteering via SAIT.

➤ [Learn more, and Apply Here^v](#)

The Leader Training Pathway

For all adult members and Rovers, there is a five-step journey to becoming a fully trained leader made up of online and in-person courses, work experience and assessment. This will

look different depending on whether you seek to be a Youth Program leader, or to support adults within the Rover Section and beyond.

Scouting Preliminary and Scouting Essentials – Online and face-to-face modules where you will learn about your duties as an adult leader, the Fundamentals of Scouting, and how to empower your youth members to reach their potential.

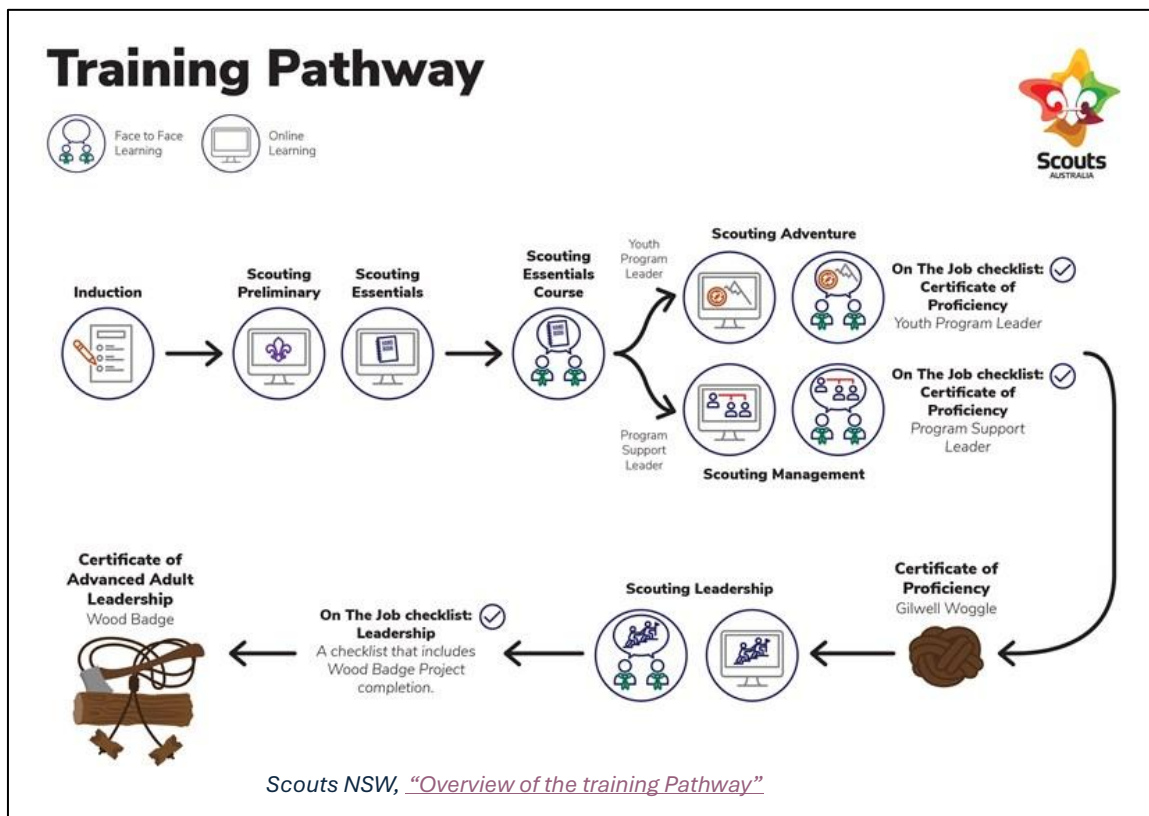
- *It is recommended for all Rovers to undergo this training after they join. Many Rover leadership roles also require this as a minimum.*

Path 1: Scouting Adventure (for Youth Program leaders) – gets you ready to support your youth members putting the “out” in Scouting! You will learn about our Outdoor Adventure Skills, develop your knowledge and understanding in the three core Skills and find out more about training available to you to support our specialist skills.

Path 2: Scouting Management (for Program Support Leaders) – skills you in bringing out the best in other adult leaders. You will learn adult empowerment, managerial communication and conflict resolution.

- *Scouting Management enables you to be a Unit Leader with the responsible appointment for your Unit, and as well as many senior leadership roles withing Rovering and broader Scouts.*

Scouting Leadership and the Wood Badge – moves away from the practical Scouting skills to further develop you into a great leader. With the help of a personal mentor, you will learn key industry-leading leadership skills and practices which will help you both in Scouting and your life outside the movement.



To learn the next step on your leader journey, visit [the leader training page on Scouts NSW](#) ^{vi}

For assistance or question please email training@nsw.scouts.com.au

Learn more & Get Involved!

National Rover Council

To learn what the NRC does, about National events and vacant positions, explore the:

- The [National Rover Councils website](#)
- The official Facebook page: <https://www.facebook.com/roverscoutsaus>
- Or email the current NSW delegate to the NRC at rovernrcdelegate@nsw.scouts.com.au

Did you know?

From the moment you become a registered Rover, there are countless opportunities to take part rewarding roles and exciting projects and awesome events at the Region, State and National level!

NSW State Rover Council Council

For information on upcoming State-level Rover events, and the current SRC Executive and other helpful resources, visit:

- The new NSW Rovers official website: <https://nsw.rovers.com.au/>
- The NSW Rovers Facebook page <https://www.facebook.com/RoverScoutsNSW>

Region Rover Council

For the latest on your Region's vacancies, upcoming events, and other opportunities, ask your Unit leader or RA, or attend your next Region Rover Council meeting if possible.

“I’ve loved my time as a Rover and being NRC delegate gives me the opportunity to ensure the people that come after me do as well”



Emma Rogers

2nd Normanhurst Rovers
NRC Delegate, NSW Rover
Council – 2025-2026
SRC Delegate, Sydney North
Rovers – 2024-2026

Q: Why Did you decide to run for NRC Delegate?

“I decided to run for NRC delegate because as I approach the end of my Roving journey I would like to give back and build upon the life changing experiences I had. I hope that as a delegate I get to leave an already amazing section, better than I found it. This means ensuring Roving is accessible, malleable and offers infinite possibilities for personal growth and adventure. I don’t wish to leave my name in a record book. Rather, in 10 years’ time...I would like to stumble across Rovers in the great outdoors and be able to look at them and know that they are having the same fun I had. I have loved my time as a Rover and being NRC delegate gives me the opportunity to ensure the people that come after me do as well.

Resource list

ⁱ Scouts Australia, National Events Calendar, <https://scouts.com.au/events/>

ⁱⁱ Scouts UK, 2023, '**Employability Badge Report**', <https://www.scouts.org.uk/scouts-and-employability/the-employability-badge-report/>

- A groundbreaking study by one of the UK's leading independent think tanks on the connection between the 'transferable skills' which Scouting teaches youth, and both the present and future job market.

ⁱⁱⁱ Scouts NSW, '**Bridging The Gap: How Scouting translates to Career Success**', <https://scouts.com.au/blog/2023/09/26/bridging-the-gap-how-scouting-skills-translate-into-career-success/>

^{iv} Scouts NSW, **Scouts Australia In statute of Training (SAIT)**, <https://nsw.scouts.com.au/members-services/training-and-activities/sait/>

- The Scouts Institute of Training (SAIT) offers members the opportunity to earn **nationally recognised qualifications** from Cert II up to Diploma level through submitting evidence of scouting activities, including their Queen's Scout Award and Gangshow. Available quals include:
 - [Certificate II in Creative Industries](#)
 - [Certificate III in Business](#)
 - [Certificate IV in Outdoor Leadership](#)
 - [Diploma of Leadership and Management](#)
- Google search "SAIT" for a full list

^v Scouts NSW, **Young Leader Development Program**, <https://nsw.scouts.com.au/yldp/>

- A Scout NSW scholarship program that covers training course fees and travel expenses for members who are between 17 years and 9 months to 29 years of age,
- It gives participants a chance to receive their Certificate of Proficiency within 12 months, as well as be eligible for nationally accredited qualifications, a Certificate III in Business, Certificate II in Outdoor Recreation, and a Certificate III in Active Volunteering

^{vi} Scouts NSW, **Leader Training**, <https://nsw.scouts.com.au/members-services/training-and-activities/leader-training/>

- An essential hub with links to
 - A guide to the Leader Training pathway
 - Upcoming Scouts NSW Training courses
 - Links to Adventurous Activities for all Regions
 - On Demand Learning