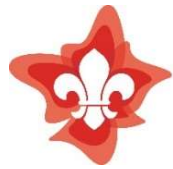


ROVER ADVISER EXPECTATIONS



Rover Scouts

Rover Advisers build open and honest relationships with Rover Scouts in order to allow them to maximise their Social, Physical, Intellectual, Character, Emotional and Spiritual development.

PROVIDES A CLEAR SENSE OF DIRECTION

- Provides the Unit with the skills to enable them to solve problems, without solving problems for them.
- Acknowledges that making mistakes is part of a learning process and that when mistakes are made, they are not ignored and both individuals and the Unit learn from them.
- Is proactive in assisting the Unit to provide interesting and relevant activities for its members, including taking on an organising role when requested.
- Supports the Unit leadership to maintain the consistency and integrity of the Rover Unit.
- Ensures that the Unit is aware of the moral, legal, ethical and Scouting obligations.
- Proactively encourages Unit members' active participation in the program and wider Rover and Scouting community.

LEADS BY EXAMPLE

- Reserves judgments and keeps an open mind.
- Sets a high standard of behaviour and acts positively, in line with the Adult Code of Conduct.
- Demonstrates drive, energy, initiative and personal accountability to get results for their Units.
- Develops constructive, and positive relationships with Unit members.
- Completes all appropriate training in a timely manner, including participation in regular RA development and networking seminars.

CREATES AND SUSTAINS AN ENVIRONMENT FOR ROVERS TO BE SUCCESSFUL

- Actively offers support as a mentor for the Unit.
- Develops the Executive to operate an effective Unit.
- Assists Rover Scouts in forming and voicing opinions to ensure their thoughts are heard.
- Actively fosters an environment of psychological and cultural safety for the Unit and guests, ensuring a climate where people feel comfortable to raise issues.
- Understands the learning needs of Rovers and provides them with opportunities to achieve success both for the Unit and individually.
- Ensures that fun is an integral part of the Rover Unit.

DEMONSTRATES INTEGRITY WHEN DEALING WITH DIFFICULT ISSUES

- Takes a leading role or assists in addressing difficult situations, and works towards resolution in a quick and efficient manner.
- Is not afraid to address conflict, ensuring it is dealt with quickly to avoid unnecessary escalation, and any safety & wellbeing issues are dealt with.
- Provides sound advice based on accurate information and listening in an unbiased way to what people say.

IS AN ACTIVE MEMBER OF THEIR ROVER UNIT

- Encourage and support the Unit to have a well-balanced active program, including activities with other Rover Units, and other sections in their Group (where applicable) and other groups in their local area.
- Actively encourages all Rovers to participate in relevant training.
- Develops and maintains good working relationships with their Group/District and Rover Councils.
- Empowers the Unit to be accountable for their actions, supporting them in challenging moments.
- Participates in a regular review of their participation with the Unit.