

Youth & Leadership Development

Expressions of Interest 2024



Overview

Surf Life Saving NSW (SLSNSW) is seeking volunteers to support the following two streams of work related to member engagement, participation, development and retention:

1. **Youth Development**
2. **Leadership Development**

Volunteer roles available include:

- Youth Engagement & Development Working Group members (Page 2)
- Leadership Development Reference Group members (Page 3)
- Leadership Development Facilitators (Page 4)

Information on how to express your interest for the above groups and roles can be found on Page 5.



**NEW SOUTH
WALES**

Youth Engagement & Development Working Group

The SLSNSW Membership Standing Committee has identified youth engagement (for members aged 13-17) as a key priority for clubs and branches to deliver on. The committee has identified a gap in the support available for clubs and branches to deliver in this area, and is seeking to identify volunteers who have the skills, experience and willingness to assist SLSNSW to:

- Identify needs-based objectives and outcomes for club- and branch-delivered youth engagement activities and programs across NSW to support consistency of approach, experience and pathways.
- Develop tools and resources to support the achievement of these objectives and outcomes.
- Identify training needs for volunteers designing and delivering youth engagement activities and programs within SLS and deliver or support the delivery of this training.

Knowledge and skills required include:

- Knowledge and understanding of effective youth engagement methods and strategies.
- Current understanding of, and experience in designing and/or delivering youth development activities and/or programs within SLS or externally.
- An ability to create program content, tools and resources to match member, club and branch needs.

Expected engagement:

It is expected that members of this working group will be able to give an average of 1-day per month to this reference group over the next 12-months. It is expected that time will be spent:

- meeting virtually
- reviewing and refining meeting outputs
- developing tools and resources (optional)
- delivering training to other members (optional)

Composition and selection

The working group will consist of no more than 8 members, at least 50% of whom must be under the age of 20. Members will be selected by the Chair of the SLSNSW Membership Standing Committee and the SLSNSW Membership Manager.



NEW SOUTH WALES

Leadership Development Reference Group

The SLSNSW and SLSA Boards have identified leadership development (for members aged 18+) as a key priority to support member satisfaction and retention. SLSNSW leads the national Centre of Excellence for Cultural Leadership and has committed to the delivery of a body of work over the next four years to support:

- the development of existing leaders
- the development of emerging leaders
- the improvement of club culture

Following the Centre of Excellence's first year of operations, SLSNSW is seeking to identify volunteers who have the skills, experience and willingness to assist SLSNSW with the **development phase** of projects in this space. This will include:

- Reviewing research findings and sense-checking identified needs and outcomes for leadership development activities programs.
- Reviewing program tools and resources to support the achievement of these outcomes.
- Championing the body of work and encouraging engagement at a local level.

Knowledge and skills required include:

- Genuine passion and interest in developing leadership skills to support member satisfaction and retention within SLS. **(Essential)**
- Knowledge and understanding of leadership at a club or branch level (holding of a position not required). **(Essential)**
- Current understanding of contemporary approaches to leadership development. **(Desirable)**
- Experience in designing and/or delivering leadership development activities and/or programs within SLS or externally. **(Desirable)**

Expected engagement:

It is expected that members of this reference group will be able to give an average of 1-day per month to this reference group over the next 24-months. It is expected that time will be spent:

- meeting virtually
- reviewing and providing feedback on research outcomes
- reviewing and providing feedback on program materials

Composition and selection

Whilst there is no maximum number set for the reference group, members will be selected to ensure a balance of age, gender and leadership experience. This will influence the final number of members selected for the group. The reference group will be selected by the Chair of the SLSNSW Membership Standing Committee and the SLSNSW General Manager, Culture & Capability.



NEW SOUTH WALES

Leadership Development Facilitators

Following on from the background provided for the Leadership Development Reference Group (see previous page), SLSNSW is also seeking to identify volunteers who have the skills, experience and willingness to assist SLSNSW with the **coordination and delivery** of programs for emerging and existing volunteer leaders.

Knowledge and skills required include:

- Genuine passion and interest in developing leadership skills to support member satisfaction and retention within SLS. **(Essential)**
- Excellent communication and facilitation skills, with the ability to engage and inspire participants. **(Essential)**
- Ability to work effectively in a team environment, demonstrating flexibility, adaptability, and a positive attitude. **(Essential)**
- Experience in leadership development, training or facilitation. **(Desirable)**

Please note that SLSNSW is looking for both experienced facilitators, plus members with the potential for development in the role. The primary requirement is a genuine interest in developing leadership skills aligned to organisational needs, objectives and outcomes.

Expected engagement:

It is expected that Leadership Development Facilitators will be able to give a minimum of 5-days each season to this role. It is expected that time will be spent:

- Attending training and professional development
- Planning for program delivery
- Delivering programs
- Evaluating programs

Composition and selection

Whilst there is no maximum number, there will be a selection process that members will be invited to take part in following their expression of interest.

The selection process is still being finalised, but is likely to require a request for a short submission addressing your motivation, knowledge, skills and experience for this role, with shortlisted candidates being invited to complete:

1. An online strengths profile to enable SLSNSW to better understand your unique strengths that you would bring to a facilitation team
2. A virtual interview and facilitation activity

Leadership Development Facilitators will be recommended to the Chairs of the SLSNSW Membership and Education Standing Committees for endorsement by the SLSNSW General Manager, Culture & Capability. Members not selected will be provided with feedback on potential areas for development.



NEW SOUTH WALES

Expression of interest process

Key timeframes for the **Youth Development Working Group** and the **Leadership Development Reference Group** are:

Activity	Date
EOI released	Monday 16 September
EOI closes	Monday 7 October
Members notified of outcome	Monday 21 October

To express an interest, please email memberservices@surflifesaving.com.au by the EOI close date, outlining in 250 words or less:

- why you are interested in joining the group; and
- the knowledge, skills and experience you will bring.

If you are interested in becoming a **Leadership Development Facilitator**, please [register your interest here](#) and we will be back in touch with you at the end of September with further information about the selection process.

Contact Details

If you have questions regarding any of the above volunteer roles or groups, please contact a member of the Membership Team (details below).

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