

ROLE DESCRIPTION

ROLE TITLE	REGION
Squad Captain (Volunteer)	TBD
REPORTS TO	LOCATION
ROW Founder	Local to the person's place of work/online

Purpose

ROW is shifting from a centralised model to a global movement built by people who care deeply about making work better. At its heart is a shared goal: breaking burnout culture - for good. The foundations for this grassroots movement have always been there in ROW, but now it's about harnessing *co-creation* and building something bold, *together*.

To make this happen, local squads will be set up around the world, starting in New Zealand. Each squad will be led by a Captain who brings together people with a shared passion for wellbeing at work, whether through book club-style chats, expert talks, or relaxed coffee catch-ups. Captains help guide these conversations and create supportive spaces for connection, discussion and action.

Captains won't be doing this alone. They'll be part of a global network of Captains who share ideas, support one another, and feed insights back to ROW HQ. These local learnings will help shape a global picture of what's working and what still needs to change. That knowledge will then be shared back out around the world via the Captains and the ROW hub. From an evidence perspective, this approach leans into social contagion theory - using the power of connected people doing good work (however big or small!) to make it seriously uncool for organisations not to prioritise wellbeing. And we're stronger when we do this together.

This role offers the chance to grow professionally, build leadership skills, and shape something that truly matters. It's about legacy, community, and creating workplaces where wellbeing doesn't fall off the radar when the crisis passes (like the pandemic) - but becomes part of how work is done, everywhere.

Key responsibilities

1. Squad leadership

- Lead and motivate your local squad, fostering a positive, inclusive, and supportive environment.
- Partner with a co-captain, where in place, to share the load and ensure continuity.
- Ensure a smooth onboarding process for new squad members, welcoming and including everyone.
- Maintain regular communication with squad members, including providing updates, encouragement, and addressing any concerns or issues.

2. Organising and facilitating meetings

- Organise and host regular squad meetups (preferably in person, but virtual or hybrid is fine).
- Decide meeting frequency in consultation with your group and ROW - typically monthly, every 6–8 weeks or at least once per quarter.
- Facilitate conversations around wellbeing, leadership, and local workplace culture.
- Use ROW's feedback form to share insights and highlights from each session with ROW.

3. Community representation and values

- Act as a positive ambassador for the ROW community in your region, representing our mission and values.
- Promote inclusivity, curiosity, respect, and a supportive culture within your squad.
- Uphold and model ROW's intrinsic values — including courage, connection, transparency, collaboration, and support.
- Use ROW tools, messaging, and brand materials thoughtfully and in line with guidelines.

4. Boundaries, confidentiality and ethics

- Maintain healthy boundaries - you're creating safe space, not offering professional advice.
- Protect confidentiality and ensure respectful, welcoming squad environments.
- Declare any conflicts of interest that could affect your role.
- If you're a provider, operate under ROW's provider Terms of Reference for Providers and follow the agreed guidelines.

5. Health and safety

- Take individual responsibility for health and safety practices.
- Comply with relevant occupational health and safety legislation and regulations.
- Promote and participate in health and safety efforts within your squad.
- Take responsibility for your own health and safety and ensure your actions don't harm others in the ROW community.

Desired skills and attributes

1. Alignment and commitment

- Member of ROW Revolutionaries - committed to ROW's mission and values.
- Passionate about improving workplace wellbeing through evidence-based approaches.
- Legally entitled to volunteer in New Zealand (or your ROW region).

2. Leadership and teamwork

- Strong leadership skills - able to motivate, guide, and support a local squad and able to create a positive, inclusive, and supportive team environment.
- Organised and proactive - able to plan, schedule, and coordinate squad activities effectively.

3. Communication and facilitation

- Excellent communication and interpersonal skills - confident leading inclusive group conversations and liaising with ROW.

- Skilled at managing challenges or conflicts within the group with empathy and fairness and consulting and supporting ROW to manage these where necessary.

4. Practical community building

- Skilled at fostering connection and encouraging participation, and able to collect and share feedback and insights with the wider ROW team.
- Comfortable balancing boundaries - creating safe spaces without providing professional advice.

Key relationships

- ROW Crew – being the core team at the Revolutionaries of Wellbeing.
- ROW community members – being your local squad, the broader community of members (both in free and paid) in Revolutionaries of Wellbeing, and other Captains/co-Captains.
- Sponsors
- Providers/suppliers – e.g. venues, guest speakers etc.

Time commitment

This flexible volunteer role fits around your work and life commitments. Captains typically spend 3–5 hours per month planning and hosting meetups, staying connected, and sharing updates.

Early on, you'll support the ROW'd Show, which might take a bit more time but won't be overwhelming. You'll have ongoing support, and we'll keep things manageable and collaborative.

We ask for a 12-month commitment, with options to rotate, hand over, or continue based on what works for you and your squad. Meeting frequency and format (in-person, virtual, or hybrid) will be decided with your squad and ROW. Regular check-ins with the founder and other Captains will also be scheduled.

Expenses

Out-of-pocket expenses related to the role may be reimbursed with prior approval.
