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To: International Commissioners

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**New World Scout Bureau  
Organization Chart**

Dear Colleagues,

Attached to this Circular you will find a copy of a revised organization chart for the World Scout Bureau which will take effect on 1 January 2003.

The changes that are being implemented reflect two important recent developments:

- the adoption by the 33<sup>rd</sup> World Scout Conference in Thessaloniki of the Strategy for Scouting
- the report of the recent McKinsey study of WOSM.

The new World Scout Bureau structure shows clearly the three main "line management" departments, each led by a Deputy Secretary General:

- Support & Communication Department (Luc Panissod)
- Education & Development Department (Malek Gabr)
- Relations & World Events Department (Jean Cassaigneau).

These three Deputy Secretary Generals constitute the Management Team, who share responsibility collegially for the day-to-day running of the World Scout Bureau, including operational links with the six Regional Offices, thereby strengthening the World Bureau management according to the McKinsey proposals. (The Secretary General retains his constitutional responsibilities for the World Scout Bureau as a whole: the Geneva Central Office and the Regional Offices.)

A new "staff" function has been created: Director, WOSM Institutional Support. This position, staffed by Jim Sharp, serves *inter alia* as Executive Secretary to the World Scout Committee and as Secretary to the Management Team.

The new chart also reflects the promotion of two female Executives (Mireille Duchoud and Anne Whiteford) to Director-level positions and shows the deployment of six young, short-term Project Officers, three women and three men, which was a key recommendation of the McKinsey report.

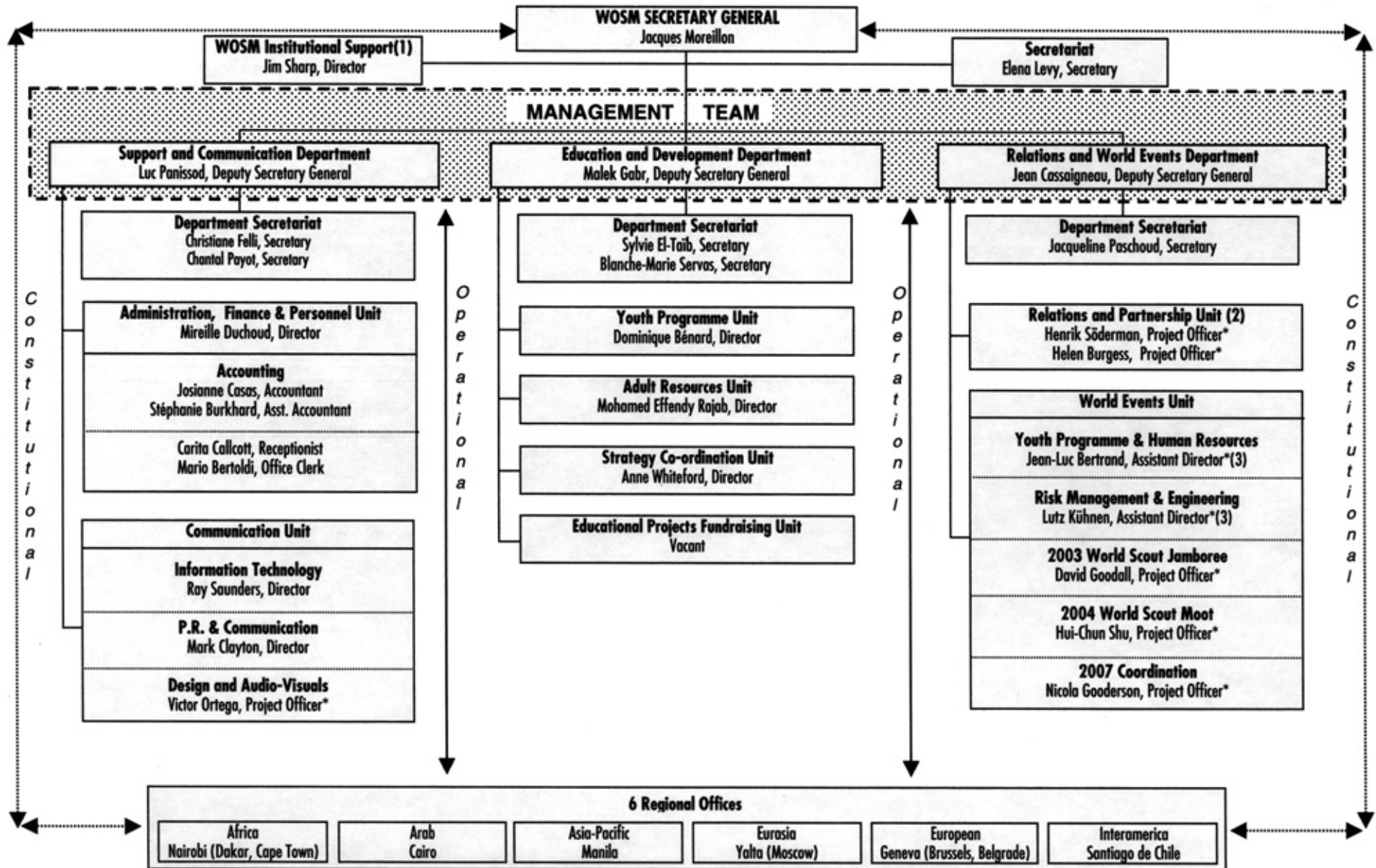
I am confident that this new organization structure will have a significant impact on the implementation of the Strategy for Scouting and in strengthening the links between the World Scout Bureau and National Scout Organizations.

Please do not hesitate to contact any member of the staff of the World Scout Bureau if you have any questions.

Yours truly,

Jacques Moreillon  
Secretary General

**ORGANIZATION CHART OF THE WORLD SCOUT BUREAU - GENEVA CENTRAL OFFICE**



\* = temporary position - (1) includes Executive Secretary to the World Scout Committee and Secretary to the Management Team - (2) includes co-ordination of operational information with Regional Offices  
(3) positions funded from external sources