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Всемирная Организация Скаутского Движения
Organización Mundial del Movimiento Scout
المنظمة العالمية للحركة الكشفية

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Circular N° 33/2014

To: International Commissioners

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Open Call for volunteers to support the work of the World Scout Committee

Dear Scout Friends,

As you know, the 40th World Scout Conference in Slovenia approved an ambitious World Triennial Plan 2014-2017 as well as a number of Business Resolutions which call upon the World Scout Committee (WSC) to undertake a number of actions, develop tools or review certain policies of the World Organization of the Scout Movement.

Since evidently the scope of work is much bigger than can be achieved by the WSC alone, a number of **working groups will be set up during the Triennium** by the WSC **with a specific project focus** and clear deliverables. The exact scope, number and term of these groups will be decided by the WSC at its first business meeting in November 2014. Depending on the nature of the work to be done, the **setup of the working groups will inevitably differ from one to another**: some will require a full triennium, others only a couple of months work. A majority of the work will be fully handled through virtual means, some groups might require a limited amount of physical meetings of the members in person.

OPEN CALL

To draw upon the full talent available within our Movement for these working groups, the WSC has decided to launch an **“Open Call”** for interested volunteers to support the work of the World Scout Committee in the various “areas of work” which are clearly visible in the Business Resolutions and the Triennial Plan 2014-2017 approved in Slovenia. Applicants to this Open Call will be added to a “Volunteer Pool” from which the WSC will draw upon to appoint volunteers to the working groups it decides to set up. Applying for the Open Call does therefore clearly **not** imply automatic appointment. Also, if the WSC deems the expertise it requires is not available in the “Volunteer Pool” for some reason, it might still reach out to specific experts directly.

The WSC would further like to ask NSOs and potential applicants to the Open Call to keep the following in mind:

- All applicants to the Open Call will need to be **in good standing with their NSO/NSA**, and will require endorsement of that NSO. Furthermore, if the WSC decides to appoint a volunteer to a working group, it will again seek formal endorsement of the NSO for this specific role.
- In line with the approved World Scout **Youth Involvement** Policy at the 40th World Scout Conference, the WSC aims to ensure that at least 30% of all working group members are below the age of 30 at the moment of appointment.
- To ensure that the Volunteer Pool resulting from the Open Call therefore has a wide range of competent persons above but also certainly below the age of 30, the WSC specifically wants to ask NSOs to also consider nominating persons below the age of 30. Any NSO endorsing more than two volunteers should ensure that at least **one third** of them are **under the age the age of 30**.

- **Gender equality** as well as a **global spread of volunteers** are very key as well for the WSC. We therefore call upon **all** NSOs to consider endorsing interested and competent members.
- **Expertise at international level within WOSM** or another NGO is certainly considered as an asset, but is **not essential**. Depending on the skillset a person could contribute, it is even conceivable that somebody without national NSO level experience could contribute to certain parts of the work to be done.
- Each applicant will be required to give an indication of the **time commitment** he or she can contribute if appointed (expressed in average hours per month). There are no good or bad answers to this – but please ensure your answer is honest and realistic.
- Further general requirements for participating in World level working groups are:
 - Access to a high quality Internet connection and able to use virtual working methods (e-mail, Skype, social media and online collaboration platforms)
 - Good proficiency in English (as most likely this will be the working language of most groups)
- Reimbursement of expenses for physical meetings (e.g. travel, accommodation) depends on the WSC decision for allocation of financial resources in the next Triennium. Information on this will be distributed at the moment of appointment.
- The WSC reserves the right to remove someone who doesn't perform, or does something that's deemed to be inappropriate during his/her term of service.

APPLYING FOR THE OPEN CALL

- All persons interested to contribute to the work of the WSC for the Triennium 2014-2017 should **apply through** <https://www.surveymonkey.com/s/WOSMOpenCall> which will lead to a websurvey to be completed.
 - The survey is **password-protected** to avoid having hundreds of persons applying who might eventually not be endorsed by their NSO.
 - The password will be sent to all International Commissioners (and Official NSO Contacts in the WOSM Directory) in a separate Circular following this one. The Circular containing the password will not be published on scout.org but only through mail. We leave it up to each NSO how to handle the application process internally, although please note that a WOSM social media campaign will be initiated to draw attention to the Open Call.
 - In case you are an International Commissioner/Official NSO Contact and you did not receive the password for some reason, please contact Riad Boudjerada (rboudjerada@scout.org) at the World Scout Bureau.
- The websurvey will consist of **3 phases**, in total taking about 30 minutes to complete:
 1. A phase where general personal information is collected as well as Scouting background
 2. A phase where the applicant has to choose a maximum of 2 "work areas" where he/she would like to contribute to
 3. For each selected "work area", the applicant will have to fill out a specific survey, which will map specific competences, skills and expertise in that particular area.
- After completion of the websurvey, the application will be processed by the World Scout Bureau and a confirmation will be sent out to the applicant, with cc to the International Commissioner/Official NSO Contact Person. Please note that:
 - Incomplete surveys will not be considered
 - Persons who are not endorsed by their NSO will not be considered
 - Please note again that being added to the Volunteer Pool does not imply an automatic appointment to a working group of the WSC
- The Open Call (and the websurvey) is opened with the release of this Circular and will be closed on **31 October 2014**.

"AREAS OF WORK"

To help identify where you could support the WSC as volunteer, we have defined broad "areas of work" based on the outcomes of the 40th World Scout Conference. Further refinement of these areas of work towards a clear scope and objectives will be done by the WSC at its first business meeting in November 2014. Every interested person endorsed by his/her NSO will be able to express interest for a maximum of two areas of work. A full overview is presented below.

- **Youth Engagement:** implementing the World Scout Youth Involvement Policy, training youth as external representatives of WOSM, developing intergenerational dialogue tools
- **Educational Methods:** e-learning platform, World Scout Youth Events, Spiritual Dimension/Duty to God, revisiting the Scout Method, Youth Programme, Adults in Scouting
- **Diversity & Inclusion:** tools for a more diverse and inclusive membership, intercultural dialogue, World Scout Interreligious Forum, gender balance

- **Social Impact:** active citizens, tools for enhancing employability skills, community service and projects, leadership development
- **External Relations:** telling the story of Scouting (support for NSOs), promoting Scouting as a leader of non-formal education (collaboration with UNESCO and ISCED), further developing partnerships with other institutions, advocacy
- **Communications** (internal/external): review of current communications channels, further development of scout.org intranet, digital engagement, reputational audit, Scouting's brand
- **Strategy** (planning, monitoring, evaluation): membership growth, Global Support, monitoring progress on WOSM policies (World Scout Youth Programme Policy, World Scout Youth Involvement Policy, Adults in Scouting Policy), alignment of regional strategies, monitor progress on the implementation of the Strategy for Scouting 2023
- **Governance and Finance:** constitution, fees, voting rights, transparency review, innovate working methods, develop knowledge management system on world level, budget and audit, risk assessments, fundraising, HR

RELATION TO THE GLOBAL SUPPORT RESOURCE POOL

You might be aware that during the last Triennium there was also a "Global Support Resource Pool". This pool of volunteers mainly existed as a means to map experts available to support NSOs directly within the Global Support framework (e.g. on financial management, youth programme, national board management, ...). The difference with this Open Call is that we are now searching for volunteers who want to contribute to World level taskforces, not necessarily to deliver direct support to a particular NSO. It is however the intention of the WSC to continue having a Global Support Resource Pool as mentioned above, but this will only be called for after the different task forces for the next Triennium have been set up.

During the recent World Scout Youth Forum (WSYF) in Slovenia, a call was also done for WSYF participants interested to contribute to World level work to express their interest. Those who did so will receive a copy of this Circular through electronic means and, subject to their NSO's endorsement, can also apply for this Open Call.

CONCLUSION

The 40th World Scout Conference approved an ambitious plan and approved a number of Business Resolutions that will entail a lot of work. To deliver qualitative results at the next World Scout Conference in Azerbaijan, it is imperative we can count on the best people our Movement has to offer. We therefore call upon all NSOs to actively search out their best resource persons and ask them to consider applying for this Open Call. Only with your support we will succeed in setting the first steps towards achieving our ambitious Vision for 2023.

Yours in Scouting,

Scott A. Teare
Secretary General, WOSM

João Armando Gonçalves
Chairperson, World Scout Committee