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World Association  
of Girl Guides  
and Girl Scouts

Association mondiale  
des Guides et des  
Eclaireuses

Asociación  
Mundial de las  
Guías Scouts

## **W.B.R.1013 revised**

**To: All Member Organizations, Europe Region, WAGGGS**

**Date: 18 October 2017**

**Re: Europe Regional Committee Member Nominations, 2017**

## **Europe Regional Committee Member Nominations, 2017**

The Europe Regional Committee is seeking a new member who will play a key role in driving our ambitious plans to offer a quality Girl Guiding / Girl Scouting experience to many more girls and young women in the Region.

Working as part of a Regional Committee is a challenging and rewarding experience.

Committee members and staff partners, as part of WAGGGS' global team:

- Help MOs to build their progress in delivering relevant, quality and fun programmes, providing support for our volunteers, develop the resources needed to do this, and improving their image and visibility.
- Lead the development, strategic oversight, monitoring and evaluation of the Regional Operational Plan to achieve WAGGGS' goals and strategic plan.
- Prepare and deliver events to meet the needs of diverse MOs.
- Provide tailored support to MOs which may be experiencing internal conflict or a range of other challenges.
- Are the external face of the Region at Regional, MO and external events.

In return they have fantastic opportunities to learn from other cultures, be part of a global and diverse organisation contributing to drive WAGGGS' change agenda, build on their own skills outside their own country, and meet some of the most inspiring women volunteers across the world.

We need strong and diverse candidates from across the Region, with a passion for supporting MOs and the time to work for the Region. It is not an honorary position – Committee members need to be able to spend a minimum of 12 hours per month on work at home, via PC and phone, as well as meeting and other visits, which could take up to and sometimes over 10 days per year.

Please ensure that you consider young women under thirty when reviewing your possible nominees – WAGGGS is keen to ensure that at least one committee member is under thirty years old when elected.

Key skills and experience sought are listed in this document, and more details can be found in the following accompanying documents:

- Regional Committee Terms of Reference

- Code of conduct

## **Skills and experience**

Nominees should possess some of the following skills and experience – they are not expected to have all.

- Development of Girl Guiding / Girl Scouting – has record of successful delivery of projects or pieces of work which have moved forward Girl Guiding / Girl Scouting in own country or internationally, for example increasing membership, working in partnership with new MOs, programme, training or strategy, among others.
- Strategic thinking and visioning
- Leadership skills, proven in an intercultural environment
- Influencing skills
- Collaborative working, as part of a team of volunteers and professional staff
- Financial management and oversight
- Information technology
- Marketing and Brand promotion
- Fund Development
- Internal and External Partnerships
- Governance
- Legal expertise
- Conflict resolution
- Involvement of girls and young women in decision making
- Strong public speaking/facilitation/presentation skills
- Knowledge and experience of the politics and economics of the Region
- Experience of working at National level would be a benefit, but is not essential
- Have an understanding of the World Association, its Mission, Vision and Goals, and the varied organisational structure of Member Organizations.

## **Nominations process**

All Member Organizations may submit names of candidates from any Member Organization, and are free to consult with each other.

Where a Member Organization is a federation of two or more Associations, it is required to consult with its Components before submitting a nomination. Nominations will only be accepted from Member Organizations, and not direct from Component Associations.

If you wish to nominate an individual to the Regional Committee, you should complete Part A of the attached nomination form (Appendix 1 of W.B.R.1013 revised) and send it to the nominee for completion of the remaining information, together with:

- A copy of this pack
- Part B- the request for biographical information
- Part C- the clearance form which should be completed only if the nominee is not a member of your own Member Organization.

Member Organizations must submit nomination papers to [volunteerengagement@wagggg.org](mailto:volunteerengagement@wagggg.org) by Sunday 5 November 2017 by 1200 CET. The papers must not come directly from the nominee.

## **Procedure following nomination and selection process**

Due to the exceptional situation of the resignation of one of the members of the Europe Committee and the fact that neither Substitute member elected at the 2016 European Guide Conference is able to fill the vacancy, a panel, composed of Europe Committee members and a member of the Nominations Group, will be responsible for the selection of the new committee member. This replaces the process established for the 2016 election of the Regional Committees.

The selection panel will contact the professional referee and obtain a reference for the nominee.

Selected nominees will be asked to attend an interview which will take place with the panel on the evenings of 8 and 9 November 2017. This interview will be via Skype or GoToMeeting and will last no more than an hour.

In the case of a Member Organization composed of two or more Associations, the selection panel will communicate with the Member Organisation only, on the understanding that the Member Organisation will have cleared the nomination with the Component Association concerned before replying.

If you have any queries, or need further information, please don't hesitate to contact Marjolein Sluijters at [Marjolein.Sluijters@waggs.org](mailto:Marjolein.Sluijters@waggs.org)