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World Organization of the Scout Movement  
Organisation Mondiale du Mouvement Scout  
Всемирная Организация Скаутского Движения  
Organización Mundial del Movimiento Scout  
المنظمة العالمية للحركة الكشفية

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**13 October 2017**

**To:**

International Commissioners and other principal contacts of NSOs and NSAs in the European Region

**Regional Circular 24 2017**

**Deadline Friday 10 November 2017**

**Role of Consultant to the Working Methods Team – focusing on the process to develop the Regional Scout Plan**

Dear friends,

The Working Methods Team of the Continuous Improvement Area of Operation seeks motivated and skilled consultants to assist in development of the process to create future Regional Scout Plans.

During the Regional Scout Conference in Norway, 2016, a resolution was passed to give guidance on how we should develop the next Regional Scout Plan.

*Resolution ESC22/8 - FUTURE APPROACH*

*The 22nd European Scout Conference,*

*Calls upon the Committee to continue to use triennial plans to guide work, as well as shape the mandate of the Committee;*

*Invites the Committee to develop a transparent, participatory and efficient framework for developing future Regional Scout Plans, including a clear overriding objective, outcomes and key outputs in order to define clear priorities;*

*Further invites the Committee to consult experts inside and outside the European Scout Region;*

*Asks for a process that increases ownership, transparency and legitimacy; And requests the Committee to distribute the proposed plan at least eight weeks prior to the European Scout Conference.*

As we progress this work, we call for support in this area of work.

**Responsibilities**

- To support and reflect on the strategic planning, monitoring and evaluation process that led to the European Scout Plan 2016-2019.
- Based on these learnings, as well as building on best practice developed in NSO/NSAs, at WOSM World level and with relevant stakeholders/partners of the Region, support the development and design of a strategic process for the European Scout Plan 2019-2022 and beyond.

- Once the proposed process is approved by the European Scout Committee, to support the development process up until the endorsement by the European Scout Conference, as well as ensuring a smooth handover to the newly elected European Scout Committee for the 2019-2022 Triennium.

Working in conjunction with the team leader for Working Methods, Michael Rollinson (UK), you will support the Working Methods team's work.

**Successful applicants will:**

- Have prior experience in strategic planning, monitoring and evaluation required, either in a not-for-profit, public or private context.
- Have prior experience with designing participative decision-making processes with a large number of diverse stakeholders, preferably through digital means
- Be culturally sensitive, having a good understanding of the needs and strengths of European NSOs

**General Requirements**

**Language Skills**

Ability to communicate (speak, write, read) in English in order to participate in discussions, interact via e-mail and produce written content and read documents. Proficiency in other language(s) may be an asset for certain tasks.

**Practical Experience**

Relevant practical experience in the field of work, either from a Scouting background and/or professional background. The experience should be of practical relevance and based on the application of sound theory. Theoretical knowledge alone is not sufficient.

**Knowledge**

Knowledge necessary to perform effectively in the field of work. This knowledge may have come from studies, trainings and/or long experience.

**Ability for teamwork**

Ability to work in a team, to listen to other team members, to find compromise and consensus in discussions, to accept and value the opinions of others.

**Ability to work in an intercultural context**

The candidate should have some previous background / experience / interest in intercultural work (e.g. participation in international Scouting events, professional experience, school exchange, etc.). A strong interest may be sufficient.

**Motivation**

Be very motivated to contribute to the success of the implementation of the Regional Scout Plan and be willing to bring in his/her own ideas and creativity.

**Time commitment**

Ability to commit some of his/her free time to the work of the European Scout Region. However, generally it includes the attendance of at least two weekend meetings (Friday afternoon to Sunday afternoon). Participation at other meetings/events might be required. It also includes the participation at skype calls in between meetings (once a month). And it includes the timely contribution with planning and/or content work (at home) in between skype calls and meetings.

Individuals with relevant experience in such fields are invited to complete the standard, revised application process.

This specific call is available here: <https://europeanscoutregion.typeform.com/to/xtvOYR>

The deadline for applications for this particular call – **Role of Consultant to the Working Methods team** – **Deadline: Friday 10 November 2017 at 12pm (noon) Central European Time.** Thereafter, successful applicants will be approached directly for interview by Skype or other tool. All applications will be acknowledged automatically on registration. The Region will seek endorsement of any candidacy by the relevant NSO or NSA.

This opportunity will be featured on scout.org (intranet) and on europak-online.net as well as in this direct circular. It will also be featured on social media.

I look forward to receiving applications each of which will be acknowledged on receipt. Thank you for showing your support to the European Scouting Region.

With kind regards.

A handwritten signature in black ink, appearing to read 'D. McKee', with a long horizontal flourish extending to the right.

David McKee  
Regional Director