

European Scout Committee

Role Description

Updated January 2025

TITLE	MISSION	TERM
Member of the European Scout Committee	To further the Scout Movement within the Region by promoting the spirit of a world family, of co-operation and mutual assistance amongst Scout Organizations within the Region.	3 years, renewable once

KEY AREAS OF RESPONSIBILITY	OBLIGATIONS
Implementation of the decisions of the European Scout Conference as agreed in the Conference Resolutions and other allocated tasks.	Put into effect the resolutions of the conference and fulfilling any duty that the conference may assign.
Contribute to the existence and implementation of the Regional Scout Plan.	Contribute to the design and/or implementation of the Regional Scout Plan in line with the WOSM Planning Framework and considering the priorities of the Region.
Implementing the Mission, Vision and Strategy for Scouting, and policies of the World Organization of the Scout Movement, particularly those that can strengthen and develop Scouting in Europe.	<p>Ensuring the proper implementation of the decisions and policies laid down by the World Organization of the Scout Movement particularly those which affect the European Scout Region.</p> <p>Acting as an advisory body of the World Scout Committee.</p> <p>At all times acting in keeping with the</p>

	shared values of Scouting.
Co-operating and working closely with Member Organizations.	<p>Maintaining contact as a collective responsibility spreading the message of Scouting directly and through technological support.</p> <p>Contributing to the Committee's role of acting as an advisory body for Member Organizations requiring advice and assistance and empowering the delivery by the most appropriate people.</p>
<p>Being up to date with recent developments in the Region and at world level, both in Scouting and outside.</p> <p>Follow social, political, economic and environmental developments that may impact the Region and/or Member Organization.</p>	Attending some European and World events.
Fostering the idea of European citizenship, based on the consciousness of a common heritage and destiny.	Liaising with other organisations sharing a common heritage and/or similar interests when it comes to working with youth and achieving the World Strategy for Scouting.
Approving the budget of the Region.	Through committee meetings, monitoring of the finances and budget of the Region.
Following the work of the Region in an area or a strategic priority.	Empowering working groups to provide support, action and events.

TIME REQUIREMENT

The time commitment is estimated to be around 32 to 45 days per year, allocated for illustration purposes only and subject to personal choice:

Business Meetings: Three Business Meetings are normally held each year (currently lasting over a long weekend of three days from Thursday evening to Sunday afternoon). A part of these meetings is held in common with the Europe Committee WAGGGS on at least one occasion annually. (9 days)

Committee Online Call: Monthly calls are held to ensure continuity between Business meetings. These last between 1h and 1h30.

Portfolio related work and meetings: Each committee member is assigned an oversight or liaison role (such as for example as a representative to the KISC Committee or as an oversight for the Roverway, etc). Such roles require some individual work and meetings attendance (online and/or in person). (Varies from 5 to 10 days)

Team or working group meetings: A good liaison with key volunteers means that there is no necessity to attend working group meetings. However, possible participation in the meeting of all groups will be time well spent in maintaining contact. (3 days)

Seminars or workshops: In order to maintain contact, members may participate in one or more regional events per year. (3 days)

NSOs visits: It is proposed that Committee Members maintain dialogue with their Committee Contact Countries. As such one or more NSO visit per year can be expected. (3 days)

Regional and World Conferences: Committee members would normally attend the two European Scout Conferences, one at the beginning of the three-year term and the other at the end, as well as the World Scout Conference which occurs within this period. (10 days (region), 6 days (world) over the triennium-average (5 days per year)

Other committee work: Keeping on top of reports, personal and business contacts and maintaining contact through Teams and other tools will be according to the individual needs of members. Committee members share Mutual Commitments to ensure that their time commitment is balanced with their time availability. (4 hours a week, but variable-add 5 days)

Specific tasks: With the Committee accepting a more collegiate responsibility-shared tasks reduce the individual workload. Members are supported also by Regional staff to reduce the time requirement. (4 days)

DESIRABLE COMPETENCIES

We're looking for candidates with a foundation in the desired competencies; knowledge skills and attitudes, but don't worry about perfection – we believe that excellence is a team effort, and together we can achieve it.

A more detailed overview of the different competencies required within the Committee can be explored in the new Committee Competency Matrix.

Knowledge

- Comprehensive knowledge of MO structures, operations, finances, communication strategies, volunteer support, and youth programs across age groups.
- Familiarity with international Scouting dynamics, European citizenship, WOSM's strategy, and the impact of global trends and cultural differences on Member Organizations.
- Understanding of policies, budgeting, financial planning, risk management, sustainability in Scouting, and the use of digital tools for communication and teamwork.

Skills

- Strong ability to speak, negotiate, represent Scouting, and create clear presentations, reports, and debates in English.
- Skilled in building partnerships, managing teams, mentoring, resolving conflicts, and offering advice to support the development of member organizations.
- Ability to handle challenges diplomatically, manage budgets, identify risks, and use technology creatively to collaborate and solve problems.

Attitudes

- Committed to Scout values and mission, acting ethically and honestly in all situations.
- Works well with others, encourages cooperation, promotes trust, and enables inclusion by valuing diverse perspectives.

- Stays calm under pressure, is flexible and focused, and actively seeks opportunities for learning and self-improvement.

AVAILABLE SUPPORT

The staff of the Region are available to support the work of the European Scout Committee members as they strive to fulfil the Regional Scout Plan. Such support includes booking travel and accommodation, preparing meetings, making notes and other administrative tasks as well as providing advice and strategic input.

Where bookings are made by the committee member, reasonable costs are reimbursed for agreed visits to national Scout associations and other events. Additional costs concerning administrative expenses can also be claimed.

Accessibility

We are committed to creating an inclusive and accessible environment for all Committee Members. We recognise that everyone has unique needs and challenges, and we strive to provide accommodations to support the success of every individual in the team.

All necessary accommodations will be discussed confidentially, we happy to work with you to ensure that you have the support and resources you need to thrive in your role.

ACCOUNTABLE TO

European Scout Conference.

Committee Competency Matrix

Knowledge, Skills, and Attitudes Competency Matrix for European Scout Committee (ESC) members.	Basic	Familiarity with concepts and processes.
	Advanced	Competence in applying knowledge or skills to practical situations.
	Expert	Ability to lead, innovate, and mentor others in this area.

The Competencies Framework offers both potential candidates and voting organizations a structured approach to assess and develop the necessary skills for a specific role. For candidates, it serves as a tool for self-reflection, enabling them to identify their strengths and areas for improvement in relation to the role's requirements. Member Organisations, on the other hand, can use the framework to evaluate candidates, ensuring they possess the essential and complementary competencies needed to fulfil the role effectively.

This dual-purpose framework helps ensure both self-awareness for candidates and a fair, comprehensive assessment by Member Organizations.

KNOWLEDGE

COMPETENCY	SPECIFIC KNOWLEDGE	PROFICIENCY LEVEL		
		B	A	E
1 Understanding Scouting Structures & Governance	Comprehensive knowledge of Member Organisations (MO's) and their structures, functions, and engagement.			
	Familiarity with WOSM's policies, governance frameworks, and strategic priorities.			
	Understanding of risk management principles and how to mitigate organizational risks.			
2 Global & Regional Context	In-depth understanding of European citizenship, socio-political trends, global Scouting trends, and WOSM strategy.			
	Knowledge of sustainability and environmental principles relevant to Scouting initiatives.			
3 Operational Knowledge	Knowledge of Youth Program development, focusing on youth leadership, active participation, and applying Scouting principles.			
	Experience in Organizational Development, including Adult and Volunteer Management and resourcing.			
	Familiarity with budgeting, financial planning, and key economic concepts.			
4 Communication & Representation	Understanding of advocacy, negotiation, public speaking, and stakeholder engagement practices.			
	Awareness of intercultural dynamics and effective communication strategies.			

SKILLS

COMPETENCY		SPECIFIC SKILLS	PROFICIENCY LEVEL		
			B	A	E
1	Strategic & Analytical Skills	Ability to translate strategies into actionable short term and long term plans.			
		Ability to monitor and adapt plans based on changing priorities or ambiguities.			
2	Leadership & Decision-Making	Make sound, evidence-based decisions, even under pressure or uncertainty.			
		Coordinate teams, foster collaboration, and inspire trust among stakeholders.			
3	Advocacy & Representation	Deliver compelling presentations, negotiate effectively, and advocate for Scouting at national and international levels.			
		Demonstrates the principles of Scouting, when representing the Movement.			
4	Collaboration & Teamwork	Build partnerships, resolve conflicts diplomatically, and work well within diverse teams.			
		Foster unity while appreciating and leveraging diversity in decision-making and operations.			
5	Financial & Operational Management	Monitor budgets, manage financial risks, and ensure fiscal responsibility in initiatives.			
		Apply knowledge of economic principles to guide financial planning and reporting.			
6	Advisory & Capacity Building	Provide structured support and mentorship to NSOs, focusing on capacity building and alignment with regional strategies.			
7	Technology & Digital Literacy	Use digital tools for governance, communication, and collaboration effectively.			
		Innovate with technology to enhance productivity and regional operations.			
8	Problem-Solving	Identify risks and obstacles early and plan contingencies.			
		Develop shared understanding among stakeholders to address complex issues collaboratively.			

ATTITUDES

COMPETENCY		SPECIFIC ATTITUDE	PROFICIENCY LEVEL		
			B	A	E
1	Commitment to Scouting Values	Embodies ethical integrity, dedication, and accountability in advancing Scouting's mission.			
		Acts with transparency, openness, and honesty in all decisions and interactions.			
2	Resilience & Adaptability	Maintains perseverance and composure in dynamic, multicultural environments.			
		Adapts to changing priorities, challenges, and unforeseen circumstances with a solution-oriented mindset.			
3	Inclusivity & Respect for Diversity	Ensures diverse perspectives are heard and valued.			
		Promotes equity and inclusivity in team dynamics and decision-making.			
4	Collaboration & Trust-Building	Builds trust-based relationships with stakeholders, ensuring a reputation for reliability and fairness.			
		Approaches challenging conversations with honesty, curiosity, and constructive collaboration.			
5	Continuous Learning & Innovation	Recognises personal strengths and weaknesses and seeks opportunities for growth.			
		Embraces innovation and fosters change to improve NSOs and Scouting initiatives.			