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**Candidates for Election
to the European Scout
Committee 2025-2028**

Presentation of Candidates

With Conference Circular 5, all Member Organizations of the World Organization of the Scout Movement in the European Region were invited to submit nominations for candidates for election to the European Scout Committee.

On 19 March 2025, the deadline set in the Rules of Procedure for receipt of nominations, the following candidacies had been received (listed in alphabetical order):

- Allan Simpson (The Scout Association, UK)
- Anton Pisani (The Scout Association Malta, MT)
- Boris Vujnović (Savez izvidaca Hrvatske, HR)
- Diana Slabu (Cercetasii României, RO)
- Jasper Kurjenniemi (Suomen Partiolaiset - Finlands Scouter, FI)
- Joschka Hench (Ring deutscher Pfadfinder*innenverbände, DE)
- José Pamplona (Federação Escutista de Portugal, PT)
- Marta Concepción Mederos (Federación de Escultismo en España, ES)
- Ulkar Khanlarova – Mutascu (Azerbaijan Skautlar Assosiasiyasi, AZ)
- Vojtěch "Fišer" Olbrecht (Junák – český skaut, CZ)
- Wouter Zilverberg (Scouting Nederland, NL)

All candidates are presented in more detail in the following pages of this document.

Election Schedule

Meet the Candidates sessions are scheduled and planned before and during the Conference

- Online on 2 July 2025, 19:30-21:00 CEST
- In-person on 21 July 2025 (Day 2 – afternoon)

Elections will take place on 22 July 2022 (Day 3—morning), and the results will be declared immediately afterwards.

The Chairperson and Vice-Chairperson will be announced upon elections through the regional communications channel and at the following plenary session.

Voting

The voting follows the provisions identified in the Rules of Procedure for the 25th European Scout Conference – Conference Document 2, Rule 7 by electronic ballot – or paper ballot in the event of a problem with the electronic voting system.

Name Allan
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Languages English



Educational Background MPhys Physics with Professional Experience, 2010 - 2014, University of Exeter, UK
Profession Nuclear Physicist

Scouting experience (position held)

September 2022 to Present	Coordinator for Organisation , European Scout Region: Responsible for the work of four regional teams, guiding outputs and delivering against Regional Scout Plan objectives.
August 2018 to Present	Deputy District Commissioner , Western Lakes, UK: Responsible for supporting the District Commissioner in Volunteer Management, including conflict resolution.
October 2016 to Present	Assistant Explorer Scout Leader , Western Lakes, UK.
March 2021 to Present	Member , Safe Scouting Team, UK: Part of a team delivering safety incident reviews for UK Scouting.
September 2021 to October 2022	Team Lead , Conference Planning Team, European Scout Region: Responsible for the volunteer team that developed and delivered the content of the 24 th European Scout Conference 2022.
December 2019 to August 2022	Team Lead , Impact of Scouting Team, European Scout Region: Responsible for the early development of the Social Impact service, including developing the Measuring Impact of Youth Organisations project.
March 2020 to August 2020	Member , Operations Committee, UK: Member of a board sub-committee for UK Scouts.
December 2018 to August 2019	Planning Team Member , European Scout Conference: Part of the volunteer team that developed and delivered the 23th European Scout Conference 2019 content.
June 2017 to June 2018	International Rep Pool Member , UK: Representative of UK Scouting at international events, including the Academy and Agora.

Motivation to stand for election to the European Scout Committee

The Scout programme is our greatest asset as Scouts, and the more young people experience its transformational power, the stronger our organisation and society will be in facing future challenges.

As soon as I was able to, I joined Scouts at the age of six and have been involved ever since. As a young person, Scouts gave me the confidence and skills to enter the world. I remember my first time on a patrol camp with my Scouts, gaining the sense of freedom and responsibility that comes from having to cook for ourselves and manage our campsite, followed by the immense pride of earning an award for the quality of our camp. I continued my scouting experience as a leader as soon as possible, working with many different sections.

The European Region is at a turning point, and I am motivated to contribute to the Region as it navigates through this changing world. Helping more young people across Europe experience the same transformative power of Scouting is why I volunteer today and what drives me to be a member of the European Scout Committee. My skills can help shape the Region at this turning point and provide support to Member Organizations to deliver the Scout programme to a diverse and growing community of young people across Europe.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

Value volunteering: Volunteers are the lifeblood of our Movement, so the Strategic Priority of value volunteering is very applicable to the needs of the Region. Increasing the number of volunteers in our Region and improving volunteer retention will enable more young people to experience and benefit from the Scout programme. Additionally, our regional volunteers can continue to improve and demonstrate best practices for a quality volunteering structure.

Fit-for-purpose organisation: We must continue to focus on diversifying and increasing the resilience of our funding streams in the Region and within Member Organizations. This will better equip us to stay strong in changing times. We also need to act to apply this resilience to reduce our environmental impact, applying a holistic approach to sustainability.

Adaptable organisation: The Region should continue to lead in understanding the Impact of Scouting on young people and how to translate that knowledge into insights that help us evolve our organisation to meet the needs of young people today. Evidencing the benefits of Scouting is a critical part of our continuous improvement journey and our ability to secure the funding to help grow and develop the Movement into the future.

Most significant challenges and opportunities facing the European Scout Region

My volunteering experience has shown me that the European Region is at a turning point, and leadership is required to revitalise, refocus and reconnect our Region.

We live in a challenging world, and more than ever, we should be proud and vocal about our values and how we engage with the issues affecting young people today. From climate change to conflict, unemployment to technological change, our values can guide us and enable young people to be the voice for the change they want to see.

To support this, it is essential to refocus our efforts at a regional level, improve Operational Framework delivery, and think about how we ensure the framework's outputs directly support the needs of Member Organizations, both today and into the future. Co-creating

solutions within the Region and with strategic partners can increase volunteer engagement and ensure a meaningful impact for Member Organizations.

Finally, it's time to reconnect, breaking down barriers between the Region and Member Organizations so that the Region is engaged in the issues facing Member Organizations today. We must also bring our external voice closer to the Region's operations to enrich young people's experiences while amplifying our collective voice.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

I have a diverse range of Scouting experience and professional experience that I can apply to the opportunities and challenges faced by the Region. I am a diplomatic communicator with an ability to find innovative routes to solutions, a skill I continue to build through my work developing new clean energy technology and close engagement with the UK government. With extensive experience in strategic leadership and translating strategy into tactical and operational action, my skills are well suited to the need for action to overcome the challenges ahead of us.

Further, through my experience as both a coordinator and team lead within the operational framework, I have an in-depth understanding of how the Region operates and supports member organisations. I can use this to improve our delivery within the Region and provide regional support to Member Organizations.



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Languages Maltese, English
 Italian & German



Educational Background Bachelor of Science in Computer Science from the University of Hertfordshire
 SAP Implementation and Software Development Consultant
Profession Owner of a Software Development and IT Consultancy Company

Scouting experience (position held)

2024	Member , Planning Team, IC Forum.
2024	Member , Planning Team, CEOs and Chief Volunteers Networks Meeting.
2020-2025	Officer , Safe from Harm (2025); Member , Task force: in charge of setting up team and policies.
2019	Member , Planning Team, EO European Scout Conference and European Scout Symposium Malta.
2018 - present	Chief Commissioner .
2017 - present	Training Advisor, lecturer .
2016-2018	Deputy Chief Commissioner .
2014-2016	International Commissioner .
2012-2014	Assistant International Commissioner .
2012	Member , Hosting Team, RoverNet VentureNet Malta.
2012	Member , Hosting Team, Overture Diversity Network Meeting Malta.
2011- 2012	IT Officer , national team.
2009	Member , Malta Hosting Team, International Commissioner's Forum.

Motivation to stand for election to the European Scout Committee

My motivation to stand for election to the European Scout Committee stems from a deep-seated belief in Scouting's transformative power and a desire to contribute to its continued growth and relevance in our diverse Region. I've witnessed firsthand the positive impact Scouting has on young people, fostering leadership, resilience, and a strong sense of community.

I am passionate about strengthening collaboration across Member Organizations, ensuring that best practices are shared and collectively addressing the challenges facing young people today. I believe in fostering an inclusive and equitable environment where every Scout feels valued and empowered to reach their full potential.

Furthermore, I am committed to advancing the European Region's strategic priorities, particularly in Safe from Harm, youth empowerment and sustainability. I am eager to

leverage my experience and skills to support the development of innovative programmes and initiatives that resonate with young people and equip them with the tools they need to become active and responsible citizens. Ultimately, I seek to serve the Scout Movement by contributing to a future where Scouting continues to be a force for positive change.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

The World Triennial Plan 2024-2027 outlines key priorities for the Scout Movement. For the European Scout Region, three areas stand out as particularly relevant and urgent:

- **Safeguarding and well-being:** The plan emphasises a zero-tolerance approach to create a safe environment for all members. This involves strengthening safeguarding policies, promoting mental health, and preventing gender-based violence.
- **Youth Leadership:** The plan empowers youth to take on decision-making and leadership roles within Scouting. This includes expanding youth representation in governance structures and providing leadership training opportunities.
- **Environmental Sustainability:** The plan advocates integrating environmental sustainability into all aspects of Scouting's operations and activities. This includes reducing environmental impact, advocating climate-conscious policies, and supporting Member Organizations in implementing the Scouts for SDGs initiatives.

These priorities are crucial for the European Scout Region as they address critical issues faced by young people and the Scout Movement in Europe, including ensuring the safety and well-being of Scouts, promoting youth empowerment, and addressing environmental challenges.

Most significant challenges and opportunities facing the European Scout Region

The European Scout Region faces both significant challenges and exciting opportunities. Key challenges include:

- **Diversity and Inclusion:** Making Scouting accessible to all young people regardless of background, ability, or identity requires ongoing effort.
- **Relevance to Modern Youth:** Adapting programmes and methods to remain engaging and relevant to the needs and interests of 21st-century youth is crucial.

However, significant opportunities also exist:

- **Growing the Movement:** By proactively addressing barriers to participation, Scouting can reach new communities and expand its impact.
- **Strengthening Partnerships:** Collaborating with other organisations and institutions can enhance Scouting's profile and provide new resources and learning opportunities.
- **Empowering Youth Leadership:** By providing youth members with meaningful leadership roles and decision-making opportunities, Scouting can cultivate the next generation of active citizens.

Successfully navigating these challenges and capitalising on these opportunities will ensure a vibrant and impactful future for Scouting in Europe.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

Drawing from my experience as Chief Commissioner of the Scout Association of Malta, I bring strong strategic leadership and governance skills crucial for addressing membership challenges and ensuring alignment with World Scouting's objectives.

My business consultancy background and operational experience from running a software development company equip me to optimise operations, enhance financial sustainability, and drive digital transformation. This is vital for modernising Scouting and ensuring its relevance to today's youth.

Furthermore, my diverse background in Scouting, business, and event management, coupled with a passion for mentorship, positions me to foster youth empowerment, strengthen partnerships, and guide Member Organizations towards sustainable growth.



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 German



Educational Background Faculty of Political Science, University of Zagreb, BA
Profession Chief Commissioner, SGAC

Scouting experience (position held)

2022-2025 **Member**, European Scout Committee: Regular Meetings & Tasks; Crisis Management & C-Team Portfolios, 9 Member Organizations Committee Contact; events: 43rd World Scout Conference, Egypt 2024; Roverway, Norway 2024; 4th World Scout Education Congress 2023; European Sustainability Forum 2022, 2024; 10th European Educational Methods Forum 2023; IC Forum 2023, 2024; Network Meeting 2024; other engagements.

2018 – 2025 **Project Manager, Chief Commissioner** (National level professional roles).

2018 – 2024 **External Relations Coordinator**, Paint it Black (Boranka); **Coordinator**, Happycenter; **External Relations Coordinator**, CO2mpensating by Planting; **Campaign Coordinator**, Skills for Life; **Chief Scout**, 11th Croatian Jamboree 2022: National Activities & Project roles.

2013-2018 **Preparations Coordinator, External, Partner, Finances**, 16th European Guide and Scout Conference; 17th European Guide and Scout Conference; Network meeting for G&S Representatives 2013, 2014, 2019; AL Training, ZTS 2016; **organiser**, RoverNet VentureNet 2018 organiser; 8th European Symposium.

2014- 2022 **Unit Leader**, National Scout Emergency Response.

2010 – 2018 **Member, Training Team and Coordinator**, Wood Badge; **Coordinator**, External Relations & Funding, Parliamentary Union; **Member**, Youth Programme Committee; **Member**, Constitutions Committee; **Representative**, NSO Youth Council; **Member**, Executive Board; **National level volunteer**.

Motivation to stand for election to the European Scout Committee

Over the past three years, I have had the honour of serving on the European Scout Committee and being a part of the big Purple Team—Purple Family. The experience was transformative, as I got the opportunity to project my previous organisational experiences

in a new setting and to take part in decision-making that would help deliver the Regional Scout Plan 2022-2025 and develop many of our organisational areas.

I have seen firsthand how regional support brings results, helping Member Organizations grow stronger and more resilient, and the impact of our regional events has been equally tangible, empowering volunteers and young people with the skills, networks and inspiration to be the drivers of change. While the journey had its fun parts, but also the hard ones, as any other would, I realised how the strength of teamwork determines the outcome.

I am proud of the direction taken in the past years, but I also know there is much more to do. I am committed to helping develop a Region where every Member Organization, regardless of size or circumstances, can develop and grow. Scouting has shaped who I am, and I want to continue shaping it in return – helping to create a sustainable, resilient future built on solidarity.

I would be honoured to continue this journey and contribute with my acquired insight, experience and skills to Scouting in Europe.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

Innovate education:

- 1.5 Competencies developed by young people through the Scout Movement will be better recognised as relevant and transferable to the outside world.

Value volunteering:

- 4.2 The Scout Movement has adopted flexible and inclusive volunteer frameworks, increasing participation and volunteering opportunities across all levels.

A fit-for-purpose organisation:

- 5.2 The Scout Movement has increased financial sustainability on all levels through responsible approaches to generate diverse income streams and ensure efficient resource and financial management.

Most significant challenges and opportunities facing the European Scout Region

The most significant challenge facing the European Scout Region is to help ensure the sustainability of Member Organizations and the European Scout Region—organisationally and financially. While many Member Organizations struggle with limited resources, maintaining membership growth, and political and societal transitions, the Region must also work to remain agile in a rapidly changing environment. Political crises and external threats directly impact Scouting in Europe.

Diversification of funding streams, strengthening governance structures and youth involvement, and improving volunteer engagement are key to addressing the aforementioned issues. Providing tailored, timely, and effective services to Member Organizations is crucial for their resilience and development.

Those challenges also present new opportunities, as recognising Scouting's role in youth development and community engagement opens doors for new and stronger

partnerships, visibility and advocacy. Accessibility to resources and knowledge sharing go hand in hand with digital transformation.

By reinforcing sustainability, fostering Member Organizations' cooperation and embracing innovation, the European Scout Region will ensure that Member Organizations can grow and that Scouting continues to empower young people across Europe.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

With experience in decision-making, governance, and balanced development, I bring a strong understanding of ensuring the sustainability of Member Organizations and the Region. Serving on the European Scout Committee 2022-2025 has allowed me to engage with Member Organizations facing challenges, supporting overcoming them and building resilience in ever-changing environments.

The experience I've gained in the last three years, participating in building the firm and steady approach by the European Scout Committee 2022-2025 in delivering the Regional Scout Plan and the resolutions, has added to my skill set to adapt to new circumstances and to take on new challenges, together with the Purple Team.



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Educational Background

- Extended Bachelor's Degree in Medicine - University of Medicine and Pharmacy "Iuliu Hatieganu" Cluj-Napoca, Romania
- First residency programme: Paediatrics
- Second residency programme: Public Health and Management
- Certified Trainer of trainers

Profession

Medical Doctor specialised in Paediatrics, Public Health and Management

Scouting experience (position held)

2022-Present	Vice-Chairperson , European Scout Committee: Member of the Advisory Board on the New Geographical Boundaries of Europe and the Contact Group on Eurasia, committee contact for 7 Member Organizations and Joint Work Portfolio holder. During this time, I supported numerous regional events, participated in national General Assemblies and events as Committee Contact, represented the Region in world events such as the World Scout Conference 2024 and the World Scout Education Congress 2023 and oversaw the implementation of the Joint Action Plan 2022-2025 in collaboration with WAGGGS.
2018-Present	Safe from Harm, Adults in Scouting, Good Governance Consultant , WOSM: with expertise in Safe from Harm implementation as a Listening Ears Co-lead for Roverway 2024 and Safe from Harm Co-lead at the Academy 2024.
2016-2019	Volunteer , European Scout Region: the "Education for All" Area of Operation - "Skills for life" working group, focussing on topics such as "Adults in Scouting" and "How to implement world policies at national level", Planning team member for the MOVIS Network Meeting 2017.
2015-2018	Member , National Board; Commissioner , Adult Resources, National Organisation of the Romanian Scouts: Coordinating the training review and the introduction of a Woodbadge training system in the organisation, with the support of Scouting Ireland. The role entailed educational expertise, strategic overview, stakeholder and change management and advocating for values-based leadership focussing on authenticity and integrity. In 2018-2022 I continued as Woodbadge programme co-coordinator, ensuring the proper implementation of the new training system and succession planning.

2014-2016	Consultant , European Scout Region: "Diversity and Inclusion"; Member , Planning team, Academy 2015 on "Diversity and Inclusion"; Member , Planning team, Academy 2015.
2008-2011	Commissioner , National Youth Programme Commissioner: for Scouts Age section (11-14 years old) During this time, I coordinated a renewal of the youth programme for this age section, two national summer camps for the age section (2009, 2010), delivered trainings for adult volunteers and was a member of the Planning team for the national jamboree RoJAM 2011, as Adult Resources coordinator.
1999 - present	Member , Cluj-Napoca Local Scout Group: Starting with the age of 10, with volunteer roles starting with the age of 16, varying from adult leader for Scouts and ventures age sections, member of the Local Group Council to Chief of the local Scout group (2011-2014).

Motivation to stand for election to the European Scout Committee

As I embarked on this new adventure three years ago, I was driven by the same strong motivation that I continue to have to this day: to ensure that Scouting has a positive impact on the lives of as many children and young people as possible, as it has had in mine.

In the past Triennium, as a Region, we have accomplished a lot, from becoming more Strong, Innovative and Green, to being proactive, constructive, financially and institutionally stable, and continuously growing. We have also increased the support we give our Member Organizations through numerous regional and world projects and initiatives, WOSM Services and with the help of an increasing number of consultants and experts, both internal and external, and to be a part of this page in the European Scout Region's history has been extremely rewarding.

This experience has allowed me to understand our Movement and Member Organizations better, develop creativity in finding solutions to complex problems, discover how our complex organisational mechanism works, and learn some of its weaknesses.

In the next Triennium, I believe we can achieve even more together, increase our impact, and strengthen our Region and our organisations. I am prepared to use the lessons from this Triennium to continue to serve our Movement with integrity and dedication.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

1b The Scout Movement will revise all recent educational methods on peace education and meet changing realities, empower young people to create peace in their communities, celebrate diversity and contribute to a culture of inclusivity.

Supporting children and young people and Youth Programme commissioners in dealing with the changes in the world through peace education is not only much needed but also our duty and strength as an educational youth movement. Significant work has been done on this topic in the past Triennium, and I believe it is very important in our Region that this work reaches even more young people and organisations.

4a The Scout Movement has adopted flexible and inclusive volunteer frameworks which increase participation and volunteering opportunities across all levels.

For many of our Member Organizations, the rate of growth of their organisations, the stability of their governance structures at local and national levels and the impact they have

in their societies are limited by the number of adult volunteers they manage to attract and retain, and how well these volunteers find their place in the Movement. Exploring new ways of designing our frameworks for volunteers at all levels is the key to staying relevant as a Movement, as expectations and volunteering opportunities change over time, and the impact of succeeding in doing that is exponential.

5b The Scout Movement has increased financial sustainability at all levels through responsible approaches to generate diverse income streams and ensure efficient resource and finance management.

Diversification of our sources of income is a process that both the Region and many of our Member Organizations have already started and are paying more attention to. We must prioritise this topic to ensure risk management and the financial sustainability of our organisation at all levels and in all Member Organizations.

Most significant challenges and opportunities facing the European Scout Region

One of the ongoing challenges of the Region is offering events that are accessible and inclusive, while also being environmentally sustainable and safe. Finding solutions that fit all those criteria is both a challenge and an opportunity, that we can address through data-based decision-making, increased financial sustainability and transparency.

Safe from Harm is also a critical area, both in terms of compliance with constitutional requirements and challenges in implementation. Our opportunity is in the growing number of requests for support from Member Organizations and an increased need for shared spaces of dialogue in which those challenges can be discussed and solutions shared.

Our Region has changed in the last Triennium, and its diversity has changed as well. More and more of our Member Organizations are requesting transversal support to tackle structural, educational, humanitarian, financial, or communications crises. This requires a good overview and constant communication between all decision-making and operations levels, but it is also the path towards long-term quality development for our Member Organizations.

Our governance structures are changing, too, with an increasing need for more diversity while maintaining a competency-based approach. We have the opportunity of having a Youth Empowerment Framework, developed this Triennium, that will help all young people become prepared and empowered for leadership roles earlier, and in the next Triennium, it is up to us all to put it into practice.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

- Comprehensive knowledge of Member Organizations structures, operations, educational and governance models
- Extensive expertise in Educational Methods, Safe from Harm, Diversity and Inclusion, familiarity with the international Scouting dynamics, ways of working and policies, and a functional knowledge of finances, budgeting, NGO management and external representation in relationships with stakeholders and partners.
- In my previous volunteer and professional roles, I acquired excellent communication and presentation skills through non-violent communication, public speaking and Training of Trainers courses, and learning by doing.

- The ability to function well in situations of crisis or under time constraints, making informed decisions and taking the lead, due to my professional background as a doctor in emergency room and paediatric clinical setting, and also due to previous experience in leadership in scouting, from local to national and regional level, from the age of 16 year old onwards.
- A positive and constructive approach, a good work ethic, emotional intelligence, cultural sensitivity and a strong belief in Scouting's values.



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 Finlands Scouter
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 Swedish



Educational Background Vocational degree in Business Administration, Helsinki Business College
Profession Manager, Key Accounts & Business Development

Scouting experience (position held)

2025 **Participant**, European Scout Symposium
 2021 – current **External Representative**, European Scout Region.
 2023 - current **Deputy International Commissioner**, the Guides & Scouts of Finland.
 2024 **Vice-head of Delegation**, World Scout Conference.
 2022 **Vice-head of Delegation**, European Scout Conference.
 2019-2021 **Head of Programme**, Metropolitan District Scouts & Guides.
 2019-2021 **External Representative**, the Guides & Scouts of Finland.
 2015 **Participant**, World Scout Jamboree, Japan

Motivation to stand for election to the European Scout Committee

I have been a Scout since I was 9 years old. Scouting has given me structure, ambition, guidance, and values to live by. It has also given me friends, my first job, and unlimited pride in our Movement. I have seen the good it can do, and in my role as both Deputy International Commissioner as well as External Representative for the European Region, I have had the distinct joy of seeing the concrete impact we can deliver to our surrounding societies. I want to ensure that our governance and support to Member Organizations are aligned with current needs and that we can respond to future needs accordingly.

This means engaging in dialogue with our Member Organizations and finding solutions together. If given the honour of being elected, I am committed to engaging with all Member Organizations before and during the Vienna Conference and through the entire term. I also see the need for continuous feedback so that the Region can re-calibrate our actions and move forward without unnecessary work and unclear focus.

I want to live by the way we teach. Scouting is a movement for young people, and to ensure that we hold ourselves accountable, it is important to have capable young people in decision-making capacities. When the last committee started, it had one under-30-year-old member. Unfortunately, now we are at 0. I want to see this change.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

Our Region left Egypt with a strong mandate for World Events. In the coming years, we will host the next two World Scout Jamborees and the next World Scout Conference. On top of these, we have regional events such as Roverway. This means that the new World Event Strategy is a key priority for our Region as we are hosting multiple meaningful global events. Our Region must be able to support hosting Member Organizations to ensure quality as we acknowledge the responsibility of hosting both regional and world events.

In addition, WOSM events as a singular theme from the Strategic Priorities, I see "An influential organisation" under the organisational priorities as a strong focus. We know our impact as a Movement on the world around us. To support Member Organizations better in local action, it is the job of WOSM and the Region to relay the importance on a large scale. For us in the European Region, it means showcasing our impact to decision-makers to gain further project opportunities in our local circles. It also means creating and continuing to strengthen existing collaborations between WOSM and other entities to unlock additional value for as many Member Organizations as possible.

Most significant challenges and opportunities facing the European Scout Region

The importance of our Movement is more current than ever, and we must be aware of our position in society as Scouts. Our Region, with all 47 Member Organizations, is a force for peace, quality education, equality, and societal impact.

We are seeing conflicts, war, political unrest and the rise of polarisation across and around Europe. This means that World Scouting and the European Region must be able to support our members.

We have seen the good Scouts can do. During the past Triennium, we as a Region have grown a lot, both in terms of numbers and maturity of the operations run by Member Organizations. Growth continues to be a key enabler to keep on building on this work, but it is not a given.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

As young people struggle with their mental health and their socioeconomic circumstances are not ideal, we must support our Member Organizations further. If we can't find a sustainable way of retaining leaders and we don't have enough young people joining Scouting, we are faced with only bad options. We must bet big on growth as if we are left stagnant, our impact will suffer.

I am an experienced leader in strategic management, both in my professional life and in my Scouting life. I thrive in situations where we must create a deep understanding of different challenges and find solutions to improve them. I have been part of the last two operational frameworks of the European Region, during which I have learned the ins and outs of how we work as a Region. My core competencies lie in communications, leadership, partnerships and strategic ownership.

In addition to learning from Team Purple for the past four years, I have also worked actively with my own Member Organization. The Guides and Scouts of Finland are known for our

approach to breaking barriers. We have been a SAGNO for the past 50+ years, creating an equal programme for all Scouts and Guides.



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Languages German, English



Educational Background

- Master Confectioner (München) and Master Baker (Frankfurt) with leadership experience in the family-run bakery (~100 employees)
- Magister degree in education of people with special needs (focus on social-emotional development and outdoor learning) at University Würzburg
- Currently studying a Masters course in Governance and Human Rights at Leuphana University Lüneburg

Profession

Chair/CEO in NGOs – last job: Chief Commissioner in DPSG and rdp (6 years)

Scouting experience (position held)

2018-2024	Chief Commissioner , Ring deutscher Pfadfinder*innenverbände and DPSG: Operational and strategic responsibility.
2019-2024	Member, Conferences German Delegation : Malta (additional European Scout Conference 2019), online World Scout Conference (2021), Rotterdam (European Scout Conference 2022, Member , Resolutions Committee), Cairo (World Scout Conference 2024)
2024	Participant , Chief Commissioner Network Meeting, United Kingdom.
2020- 2023	Member , WOSM Team; Accompanying Chief Commissioner , German Head of Contingents during planning, preparation and follow-up, World Scout Jamboree 2023.
2019	Member , German CMT, World Scout Jamboree 2019.
2016	Member , International Team, DPSG.
2012-2015	Area Commissioner , Diocese Würzburg.
2007-2012	Commissioner , District Training and formation, DPSG Bezirk Untermain.
2003-2009	Chief Commissioner , DPSG Stamm Johannisburg (local group).
2001-2008, 2010-2014	Group leader , diverse groups.
2006	Volunteer , Mpumalanga area office, South Africa. Participant , various other international events and exchanges to France, Sweden, Georgia, Bolivia, Iceland, Ireland, Scotland, Czechia, Brazil, Rwanda, Tanzania, South Africa.

Motivation to stand for election to the European Scout Committee

In these turbulent times, people in our Movement must find a home and a positive space for development. Allowing the Scouting values learned and lived here to become effective beyond Scouting and thus contributing to a better world is a mission and a meaningful drive for me. The shared values that unite Scouting worldwide create trust, enable inspiring encounters and offer unique and life-changing development opportunities. Scouting has enabled me to grow myself time and time again while contributing to the self-development of others. I am very grateful for these experiences. I also particularly enjoy the unknown and the challenges of taking on responsibility. With my skills and abilities, I am convinced I can provide enriching impulses on a regional level. Therefore, I would like to work in a diverse committee with all the other voluntary and full-time Scouts to shape Scouting in Europe and the Member Organizations. Let's walk this path together so that Scouting can continue to be a beacon for people inside and outside the Movement, providing guidance and inspiration to make the world a better place today and tomorrow.

I am on fire for this, are you too?

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

- Innovate education: Especially around peace education in war-torn times like these. Furthermore, climate change doesn't wait for public enlightenment, so we need more potent agents for sustainability. The Region can foster the exchange between the different actors in Scouting in Europe and develop and share innovative approaches.
- Guarantee safeguarding and well-being: If we want to live up to our values, we have to provide a safe space for our members. This includes actively approaching the harm that happened in the past and is happening now to stop suffering and learn from our mistakes. Empowering and supporting National Scout Organizations and National Scout Associations and facilitating workshops and peer counselling would be helpful contributions to the Region.
- An adaptable fit-for-purpose organisation: The Region must permanently adapt its structure to new realities and prepare for challenges. In addition to regional governance, it is also essential to focus on the support of the National Scout Organizations and Associations, as the Movement needs strong components on the national level and below.
- Develop our events: The Region has three major WOSM events, in addition to many national events. The Region should strengthen the hosting countries to run safe, sustainable, and vibrant events.

Most significant challenges and opportunities facing the European Scout Region

With the new boundaries of the Region, the diversity and variety of the Member Organizations increased. Besides the next steps on our journey to a common regional identity, this also calls for a broader set of support approaches from the Region to strengthen the diverse organisations adequately.

Looking back to the last World Scout Conference in Cairo, we should reflect on how to develop our connections beyond the Region. How can we contribute better to the Movement's unity and avoid irritations and tensions? What can we learn from other Regions' strengths? What characterises good relations with different actors? Let's find out!

If the diversity of WAGGGS and WOSM can complement and expand the field of action, this will strengthen the Scout Movement and all its stakeholders. However, this field can also

quickly become overloaded with expectations and emotionally charged. I look forward to a constructive, open-minded dialogue to keep this valuable collaboration moving.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

- Strong decisiveness and implementation power, even in critical and exhausting situations.
- Value-based leadership approach with change-management and organisational development skills.
- Strategic mindset and creative and solution-oriented out-of-the-box thinking.
- Experience daily and long-term governance challenges and problems in diverse Scout organisations on different levels.
- Awareness of the importance, sensitivity, and complexity of Safe from Harm, especially after many direct encounters with harm survivors in our association.
- Theoretical and practical expertise in educational matters.
- Stamina and resilience to deal with tough topics and hard times.
- Curiosity and humour and a big interest in music.
- Openness and eagerness to adapt and learn.



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 Spanish



Educational Background

Bachelor's degree in Marketing, Public Relations, and Advertising

Relevant qualifications & expertise:

- Governance & leadership training: Extensive experience in organizational strategy, governance, and external relations through my roles in the national board and international Scouting platforms.
- Youth advocacy & policy engagement: Represented Scouting in youth councils, advisory boards, and policy forums, equipping me with expertise in youth leadership, advocacy, and stakeholder engagement.
- Crisis management & strategic planning: Gained hands-on experience in contingent management, emergency response, and strategic planning through my involvement in World Scout Jamborees and high-level governance roles during Covid-19 and other moments.
- Sustainability & organisational development: Led initiatives on growth, sustainability, and programme development, ensuring long-term Member Organizations resilience and alignment with global strategies.

Profession

Business Consultant

Scouting experience (position held)

2020 – Present

Vice-President, National Board (Elected Position): Elected to the highest leadership body of the organisation, responsible for overseeing governance, strategic planning, and the overall direction of the organisation.

Leading and supporting the implementation of the association's strategic priorities, ensuring alignment with both national needs and international frameworks, including the 2022-2028 Strategic Plan.

Supervising key areas such as governance, financial sustainability, membership growth, and volunteer retention, ensuring the long-term stability and development of the organisation.

	<p>Representing Scouting in high-level decision-making spaces, engaging with government bodies, international partners, and other stakeholders to strengthen Scouting's impact.</p> <p>Works closely with Member Organizations and external partners, fostering collaboration and strategic initiatives that enhance the growth and visibility of Scouting in Portugal and beyond.</p> <p>Leadership in crisis situations, ensuring effective risk management and organizational resilience, particularly in the context of crisis response, public communication, and external relations.</p> <p>Supporting and mentoring other board members and volunteers, ensuring effective leadership succession and the continuous development of the organisation.</p>
2019-present	<p>International Commissioner; Head, External Relations (Elected Position): Representing Portugal in WOSM platforms, regional and world-level discussions, and external partnerships.</p> <p>Building bridges between Member Organizations to foster cooperation, knowledge-sharing, and advocacy. Supporting Portuguese representation in international Scouting governance, education, and policy initiatives. Creator of the Young Delegate Programme in Portugal.</p>
2019-present	<p>Counselor, National Youth Advisory Council (governmental body): Appointed to provide strategic input on national youth policies, ensuring that young people's perspectives and needs are reflected in governmental decision-making. Advises the Portuguese government on youth-related matters, including education, employment, sustainability, volunteering, and civic engagement. Represents Scouting and non-formal education within a governmental structure, advocating for the role of youth organisations in leadership development and community impact.</p> <p>Participates in high-level consultations and working groups, contributing expertise on governance, youth participation, and policy implementation.</p> <p>Engages with stakeholders from diverse sectors, including government agencies, civil society, and international organisations, to promote cross-sector collaboration in youth development.</p> <p>Monitors and evaluates the implementation of youth policies, ensuring they align with the needs and aspirations of young people across different communities. Acts as a liaison between youth organisations and policymakers, facilitating dialogue and ensuring meaningful youth participation in national decision-making.</p>
2019-present	<p>Spokesperson; lead, Crisis Management: Official spokesperson for the Member Organization during crisis situations, ensuring clear, transparent, and strategic communication. Managing public relations, media engagement, and crisis response strategies to uphold Scouting's reputation.</p>

Coordinating with stakeholders to provide timely updates and leadership during emergencies. Managing crisis response strategies for the movement, including COVID-19 contingency planning, event risk management, and Member Organization crisis support. Providing advisory support for contingency planning and emergency response for the Contingent of Portugal at the World Scout Jamboree in Korea.

2015 – 2020

National Representative, Portuguese National Youth Council: Representing Scouting, in national policymaking and advocacy efforts. Actively contributed to youth policy discussions, ensuring that the priorities and concerns of young people—especially those involved in non-formal education and Scouting.

Motivation to stand for election to the European Scout Committee

Scouting has shaped my journey, and I am committed to strengthening collaboration, governance, and the effective implementation of the new Regional Scout Plan to better support Member Organizations, the Region and the Movement.

Fostering cooperation and knowledge-sharing is key with 47 countries in the European Region. I believe Member Organizations should not feel isolated—we must create more opportunities for exchange and mutual support, ensuring that Scouting remains a recognised leader in youth empowerment beyond Europe.

Strong governance is essential for strong organisations. My experience in national and international governance, crisis management, and external relations has taught me the importance of transparency, accountability, and leadership development. I want to help Member Organizations navigate challenges, build resilient structures, and ensure that the European Scout Committee remains responsive to their needs.

As we enter a new strategic cycle, my focus is on ensuring the Regional Scout Plan is practical, adaptable, and truly beneficial to all Member Organizations. Supporting Member Organizations in programme development, sustainability, and volunteer engagement will be a priority.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

- **Innovating education:** Supporting Member Organizations in making youth programmes more innovative, competency-based, and relevant. Balancing digital transformation with real-world learning and strengthening peace education to promote inclusion and resilience.
- **Safeguarding and well-being:** Enhancing Safe from Harm policies, ensuring Member Organizations have the tools to implement effective safeguarding frameworks. Expanding mental health and volunteer well-being support, tackling burnout, and fostering a network for Safe from Harm officers.
- **Value volunteering:** Addressing volunteer retention by improving recognition, incentives, and flexible volunteering opportunities. Supporting the development of volunteer competency frameworks to enhance skill recognition.
- **Governance and financial sustainability:** Helping Member Organizations diversify income sources, improve financial management, and develop sustainable funding strategies. Strengthening solidarity mechanisms for Member Organizations facing financial challenges.

- Accessible and sustainable events: Reducing cost barriers for regional events, promoting cost-effective models, and supporting Member Organizations in accessing external funding.

These priorities ensure Scouting in Europe remains inclusive, resilient, and impactful, addressing the evolving needs of Member Organizations.

Most significant challenges and opportunities facing the European Scout Region

Challenges:

- Governance and financial sustainability: Many Member Organizations struggle with financial stability, governance structures, and leadership transitions, requiring stronger capacity-building and funding diversification.
- Volunteer retention and well-being: Recruiting and retaining volunteers is increasingly complex, with burnout, engagement gaps, and the need for more flexible roles.
- Diversity & Inclusion: Ensuring equitable participation across all Member Organizations remains challenging, particularly for smaller or underrepresented organizations.
- Regional event accessibility: High costs limit participation in regional events, requiring new affordable and inclusive models.
- Adapting to global and societal changes: Geopolitical tensions, climate change, and evolving youth expectations demand a proactive and adaptable Scouting movement.

Opportunities:

- Strengthening collaboration and knowledge sharing: Expanding networking, best practice exchanges, and partnerships can empower Member Organizations.
- Recognising Scouting's impact: Improving competency recognition for young people and volunteers can strengthen Scouting's value in education and employment.
- Leveraging external funding and partnerships: Expanding engagement with EU institutions, corporate sponsors, and donors can boost sustainability.
- Innovating youth programmes: Ensuring programmes remain engaging, relevant, and inclusive, particularly through peace education, digital literacy, and sustainability efforts.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

I bring experience in governance, external relations, crisis management, and programme innovation, which are crucial for tackling the challenges and opportunities in the European Scout Region.

- Governance and financial sustainability: As Vice-President and International Commissioner of AEP, I have led strategic planning, governance improvements, and funding diversification, supporting Member Organizations in sustainability.

- Volunteer retention and recognition: My work in policy development and youth councils has focused on volunteer engagement, leadership training, and competency recognition, ensuring retention and motivation.
- Crisis management and organisational resilience: As part of the Crisis Management Task Force, I have handled risk mitigation, emergency response, and crisis communication, skills vital for supporting Member Organizations.
- Building bridges and external relations: My experience in international representation, partnerships, and advocacy strengthens Scouting's influence in youth policy and funding opportunities.
- Innovating Youth Programmes – I have worked on programme development, non-formal education strategies, and digital transformation, ensuring that Scouting remains engaging, inclusive, and future-ready.



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Educational Background

- Degree in Social and Cultural Anthropology
- Masters Degree in Epistemology of Social and Natural Sciences
- Masters Degree in Advanced Studies and Research in Social and Cultural Anthropology
- Masters Degree in Teaching and Education

Profession History and Geography Teacher / PhD Candidate in Sociology and Anthropology

Scouting experience (position held)

2018-2020 **Young Spokesperson**, ASDE Scouts of Spain.
 2020-2021 **Coordinator**, National External Representatives Team, ASDE Scouts of Spain.
 2021-2024 **International Commissioner**, ASDE Scouts of Spain.
 2024-present **International Commissioner** for Spanish Scouting Federation.
 2019-Present **External Representative**, European Scout Region.
 2022-present **Vice president**, Life Long Learning Platform: nominated by Scouting in Europe.
 2023 **CMT**, Spanish Contingent, World Scout Jamboree 2023.
 2024 **CMT**, Spanish Contingent, Roverway 2024.
 2019-2023 **Participant**, Academy 2019; **facilitator**, Academy 2020; **facilitator**, Academy 2023.
 2018 **Participant**, Interamerican Leadership Training 2018

Motivation to stand for election to the European Scout Committee

Scouting has been at the heart of my life for the past twenty years. I began as a curious young girl in my local Scout group in the Canary Islands—a crossroads of Europe, Africa, and Latin America—where I learned the power of diversity and the importance of building bridges between communities.

From my first camps to my role as International Commissioner of the Spanish Scouting Federation, I have grown through experiences at local, national, and global levels. I have led and supported transformative processes, always guided by the Scouting values of service, empathy, and a deep commitment to education.

I am running for the European Scout Committee because I believe in an inclusive, innovative, and interconnected Region—a space where every Member Organization has the support to thrive. My core values—diversity, care, and empowerment—shape my

vision: fostering meaningful participation, ensuring accessibility, and empowering Member Organizations to lead from their strengths.

Among my priorities are making governance events more financially accessible, strengthening leadership within Member Organizations and young people, and enhancing cooperation between organizations to improve knowledge-sharing and the quality of our Youth Programmes and Training. I also advocate for reinforcing networks as key spaces for collaboration and innovation.

With experience spanning local leadership to European representation, I bring a fresh yet seasoned perspective. I am committed to listening, collaborating, and acting, and I am determined to build a stronger, more connected European Scout Region.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

The World Triennial Plan's most relevant and urgent priorities for the European Scout Region are Innovative Governance, Volunteering, and Educational Programmes.

Innovative Governance must ensure greater accessibility to governance events by reducing financial barriers, broadening decision-making methods, and creating meaningful participation spaces for Member Organization leadership and young people. A more inclusive governance model strengthens our Region's ability to respond dynamically to challenges and opportunities.

Volunteering is at the heart of our Movement, yet the decline in volunteer engagement requires a coordinated, innovative response. We can develop adaptable solutions tailored to different Member Organizations by fostering peer-learning systems and collaboration with external organisations. Additionally, reinforcing training frameworks will equip volunteers with the skills and support they need to thrive.

Educational Programmes must remain relevant, engaging, and impactful. This requires sustained spaces for Member Organizations to collaborate, share best practices, and innovate together. Strengthening partnerships with academia and educational institutions will ensure our Youth Programme reflects cutting-edge research and delivers real, measurable benefits to young people.

By focusing on these three priorities, we can build a stronger, more connected, and future-ready European Scout Region where every Member Organization has the tools to succeed and every young person finds a space to grow.

Most significant challenges and opportunities facing the European Scout Region

The European Scout Region faces significant challenges and opportunities that will shape its future.

A key opportunity is the integration of newly joined Member Organizations. Their inclusion enriches our Region with diverse perspectives, innovative practices, and alternative governance models. By learning from each other, we can adapt our structures and support systems to ensure a truly inclusive Region.

One of the most pressing challenges is the decline in volunteer engagement. Addressing this requires data-driven decisions and stronger inter-member Organization collaboration

to explore new volunteering models. Learning from other civil society organisations can provide insights into retention, motivation, and sustainability strategies.

Another opportunity lies in our access to European civil society networks. Strengthening these connections will enable us to develop impactful partnerships, secure additional funding, and bring valuable expertise to support Member Organizations.

Finally, a key challenge is fostering a more interconnected Region. Expanding the role of International Commissioners and involving Member Organizations' board members in areas like economics, education, and external relations can drive innovative, collective solutions to shared challenges.

We can strengthen our Region's resilience, impact, and unity by embracing these opportunities and addressing these challenges.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

My academic and professional background in anthropology, sociology, and education, combined with my experience as a teacher and researcher, equips me with strong analytical, strategic, and pedagogical skills to navigate complex challenges and drive meaningful change.

In Scouting, I served as International Commissioner at national and federation levels and as an External Representative for the European Scout Region. My leadership in governance, external relations, and international cooperation has strengthened my ability to build partnerships, foster collaboration, and advocate for impactful policies.

As Vice President of the Lifelong Learning Platform, I have worked to connect Scouting with key European networks. Additionally, my participation in high-level expert groups within the European Commission and the Council of Europe on Education for Sustainable Development reinforces my commitment to ensuring our Youth Programme and adult training remain relevant, forward-thinking, and globally connected.

I bring a strong vision, experience, and dedication to help shape a more inclusive, innovative, and interconnected European Scout Region.



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Educational Background

- 1) 2006-2010; Azerbaijan University of Languages; Bachelor of English Language
- 2) 2010; Azerbaijan University of Languages; Civil Defence Reserve Nurse
- 3) 2014; NLP (Neuro-Linguistic Programming) Certification
- 4) 2012; Diagnostic Assessment of Teachers - Pedagogues
- 5) 2024; Certification Assessment of Teachers - Pedagogues

Profession Teacher, pedagogue

Scouting experience (position held)

2014-2018	PR Manager , Association of Scouts of Azerbaijan (ASA).
2018-2020	International Commissioner , Association of Scouts of Azerbaijan (ASA).
2014-2022	Head , Event Organising Team, Association of Scouts of Azerbaijan (ASA).
2018-2021	Member , Board, Association of Scouts of Azerbaijan (ASA).
2012-2025	Trainer , SDGs, Safe from Harm, Psychological Education, Free Being Me (WAGGGS), Association of Scouts of Azerbaijan (ASA).
2020-2023	Member , Board, National Association of Youth Organizations of the Republic of Azerbaijan (NAYORA): nominated by the Association of Scouts of Azerbaijan (ASA).
2022-2024	WOSM consultant & WOSM volunteer , Safe from Harm and Youth Programme.
2024-2027	Volunteer , WOSM.
2021	MC , Eurasian Region for World Scout Conference 2021.
2019	IST , 24th World Scout Jamboree.
2023	Lead , Event-Media Team, Association of Scouts of Azerbaijan, 25th World Scout Jamboree.
2019, 2024	Head of Delegation , The Academy 2019, World Scout Conference 2024.

Motivation to stand for election to the European Scout Committee

How can the Scout Movement impact a young woman from a remote region like Gubadli, Azerbaijan? Having nearly 15 years of experience as a teacher and Scout volunteer, I have successfully bridged formal and non-formal education, creating a more effective plan for my work. Scouting gave me strong values and a new perspective: how do I positively impact the lives I touch through education? My deep understanding of education, mentorship, and capacity building has been shaped through my extensive involvement in Scouting, fuelling my passion and inspiration for youth empowerment.

From Head of the Organising Team, PR Manager, and board member in ASA to representing my organisation at the international level as Head of Department and International Commissioner, I have gained valuable leadership, event planning, and my executive roles with ASA for six years and NAYORA for three years supported my background in organisational development in decision-making in country level, which allowed me to spread out values I have gained. Working with WOSM's Purple Team as a Safe from Harm and Youth Programme Consultant further reinforced my dedication to advancing safety, inclusiveness, and innovation within the Movement. As a trainer, I have led initiatives on Safe from Harm, Sustainable Development Goals, and mental well-being programmes, equipping youth with essential life skills.

I am excited to bring my vision and passion for innovative education, promoting diversity and inclusion, and prioritising safety to the Committee. This candidacy is my commitment to serve, shaping policies and strategies that empower Scouts and leaders across the Region to reach their fullest potential.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

In line with the World Triennial Plan 2024-2027, the European Scout Region has to focus on three key priorities.

- Innovative education is required as society and technology evolve. Scouting must develop adaptive, competency-based learning experiences through technology adoption and modern methodologies. This empowers young people as leaders and change-makers, fosters adaptive learning, promotes peace and inclusivity, supports sustainability efforts, and equips youth with future skills.
- Empowering diversity and inclusion opens Scouting to all communities by reaching beyond cultural, economic, and geographical divides. With inclusiveness and flexibility, all young people and adults are in a position to contribute and participate, reflecting Europe's multicultural society. When barriers are lifted, the Movement becomes more open and accessible.
- Ensuring safeguarding and well-being is necessary to build trust and secure the long-term sustainability of Scouting. Prioritising safety allows Scouts to be at the forefront of well-being, creating a safe and positive space for all.

With these priorities, the European Scout Region will become more efficient, inclusive, and future-ready so that Scouting will continue to inspire and empower the next generation.

Most significant challenges and opportunities facing the European Scout Region

The European Scout Region faces challenges that create an opportunity for growth. As one of the most culturally diverse regions, we should focus on addressing issues such as quality education, diversity and inclusion, and safety and well-being. A new approach is needed to overcome these challenges while creating opportunities for engaging more youth from diverse backgrounds.

The Region should also encourage Member Organizations to promote non-formal learning and provide proper training in all domains through developed educational policy. Educational exchanges can create safe, innovative spaces for interregional collaboration. Designing flexible, competency-based programmes could ensure effective youth

participation. This is one of the supported values of Scouting to encourage young people to take leadership roles by embracing modern learning methods and technology.

While the Region is well-structured and diverse, greater flexibility is needed. The Region could make a difference only by supporting Member Organizations to develop a strategy that creates equal opportunities for all, regardless of the members' backgrounds, economic status, or organizational strength. Cultural, economic, and geographic barriers persist. Scouting is a messenger of peace by supporting every community and creating a space for its members "to be seen and to be heard", as the UN envisions.

Safety and well-being are always top priorities, but they are challenging. Empowering youth to lead in well-being is the only way to help communities have a culture of safety, inclusion, and active citizenship, making the Region a model for diversity and social impact.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

Having nearly 15 years of Scouting and education experience, I possess strong leadership, training, and program development skills. As a pedagogue, WOSM Safe from Harm consultant, Listening Ear, and trainer, I specialise in creating safe and inclusive learning spaces using non-formal education methods.

My expertise in Safe from Harm, Sustainable Development Goals, Free Being Me, and Youth Programme allows me to address education challenges with flexible, competency-based learning. I strongly encourage myself to promote diversity and inclusion by reducing participation barriers and empowering young people from various backgrounds. My success in managing the national "Education Bus" programme with diverse young people from various communities and regions of Azerbaijan has motivated me to promote similar programmes in the European Scout Region.

Serving as a member of the Joint Strategic Action Plan Group of Europe strengthened WOSM-WAGGGS cooperation. My national and international leadership focuses on empowering youth and adults, advocating for their well-being, and encouraging them to lead and effect change.



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Educational Background Bachelors & Masters & PhD in Business and Economics from Mendel University in Brno
Profession Researcher at European Research University, Chairman at European Research College London

Scouting experience (position held)

2016-2025 **International Commissioner**, Member of the National Executive Committee, Junak - Czech Scouting.
 2014-2016 **Member**, National Board, Junak - Czech Scouting.
 2024-present **Team lead**, WOSM Regional Fees Task Force.
 2022 **Member**, WOSM Global Financial Management Project.
 2023-2024 **Member**, WOSM Regional IC Induction Task Force.
 2017, 2021, 2024 **Head of Delegation**, World Scout Conference.
 2019, 2022 **Delegate**, European Scout Conference 2016; **Head of Delegation**, European Scout Conference 2022.
 2011, 2019, 2023 **Volunteer**, World Scout Jamboree,
 2012, 2014, 2016, **Volunteer**, Central European Jamboree.
 2018, 2022, 2024

Motivation to stand for election to the European Scout Committee

In the Committee, we need strategic thinkers and doers who deeply understand the needs of Member Organizations and volunteers. Having served in both capacities, I am well-positioned to fulfil this role.

I've been a Scout since childhood, but during my teenage years, I truly discovered the value of international Scouting. Later, when allowed at age 23 to serve within our national leadership, I quickly recognised how crucial the international community is to the day-to-day operations of a Member Organization. Ever since, I have dedicated myself to supporting my own Member Organization and nurturing our international community—enabling more Scouts to benefit from international experiences, enriching both themselves and their organizations.

My commitment has been demonstrated through various initiatives I've co-led or actively participated in. Joining the European Scout Committee presents a meaningful opportunity

to influence the direction and bring fresh ideas and perspectives to the European Scout Region.

My diverse skill set and experiences equip me with a unique perspective grounded in deep understanding and alignment with Member Organizations. European Scouting has profoundly influenced my Scouting journey, and its values are reflected throughout my work. My topics of interest are based on my interactions across the Region, ensuring alignment with current realities.

By serving on the European Scout Committee, I aim to represent the voices of Member Organizations, ultimately strengthening and advancing Scouting across Europe.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

To set clear priorities in our Region, we must carefully distinguish which goals are best addressed at the regional level and which should remain at the world level or with Member Organizations.

Growth remains a central and urgent priority. Enabling Member Organizations to bring Scouting to more young people requires identifying and addressing constraints such as volunteer shortages, outdated educational frameworks, and negative public perceptions.

Relevant educational programmes are key to attracting and retaining youth. Safeguarding and well-being are indispensable, ensuring safe Scouting environments and mitigating misconduct risks. Further, many Member Organizations face governance challenges, including financial sustainability and income diversification, emphasizing the importance of innovative (and effective) governance outlined in the World Triennial Plan.

Lastly, building resilience and adaptability is increasingly crucial, given ongoing environmental challenges and recent geopolitical developments. These aspects can be directly linked to the area of governance and extended peace education, thus becoming even more relevant and necessary for European Scouting in the upcoming Triennium.

Most significant challenges and opportunities facing the European Scout Region

The European Scout Region has significant resources and talented individuals across Member Organizations and WOSM volunteers. However, specific barriers limit the full potential of both Member Organizations and the Region. To increase capability and ensure sustainability, we should focus on these key challenges and opportunities:

- **Supporting growth:** Many member Organizations aim for growth. We should identify and eliminate barriers to Scouting's growth by focusing on each organisation's specifics, providing tailored support, and sharing best practices from organisation to organisation.
- **Knowledge sharing and Member Organizations engagement:** The Region should facilitate effective knowledge sharing by supporting networks to exchange best practices on training, educational programmes, and governance. Such networks can build capacity without creating complex structures at the regional level. Further, the Region needs efficient, continuous mechanisms enabling Member Organizations to provide input and feedback between Conferences. This ensures timely responses to their needs and better alignment of regional work with Member Organization priorities.

- Building resilience: We live in a rapidly changing environment, facing environmental challenges, geopolitical shifts, and financial risks. The Region must help Member Organizations acknowledge, assess, and navigate these changes to become more resilient, and it needs to do that work itself.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

My experience in national leadership within my Member Organization and as a volunteer in WOSM has provided me with diverse skills that I intend to leverage for the benefit of the Region.

As International Commissioner and member of the Czech Executive Committee, I have actively contributed to strategic discussions on growth, finance, governance, educational programmes, and crisis management. My role extended beyond international affairs to involvement at the highest executive level of my Member Organization, providing me with deep insights into both organisational and international Scouting operations.

Additionally, my professional career focuses extensively on financial management and governance, including consultancy roles and leadership of international projects. This has allowed me to develop strong analytical, strategic, and project management competencies, enabling me to effectively support the Region and Member Organizations in addressing our current opportunities and challenges.



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 German



Educational Background

- MA Public Law -minor Intelligence Studies
- BA European Law
- Post-bachelor Project management
- Professional course Allround advisor

Profession

Association Advisor

Scouting experience (position held)

- 2022-2025 **Member**, European Scout Committee: Elected to the Committee in the 24th European Scout Conference, serving with Safe from Harm and the European Scout Foundation as my two main portfolios.
- 2022- 2025 **Member**, Board, European Scout Foundation: As liaison between the European Scout Committee and the European Scout Foundation, I serve on the board of the Foundation.
- 2012-2021 **International Commissioner, Member**, Board, Scouting Nederland: Elected by the General Assembly in 2012 and subsequently re-elected twice. Prior to being elected into the European Scout Committee, I served as the International Commissioner and a board member of Scouting Nederland for 9 years. Next to my international duties, my portfolio consisted of Safe from Harm, legal affairs, awards, and a programmatic oversight role.
- 2003-2025 **Participant**
- Committee engagements as member of European Scout Committee and European Scout Foundation 2022-2025
 - Deutschsprachige Konferenz: 2011, 2013-2025.
 - European Guide and Scout Conference: Brussels 2010, Berlin 2013, Melsomvik 2016, Valetta 2019 (EO), Split 2019, Rotterdam 2022.
 - European Scout Summit: Lisbon 2018.
 - European Scout Symposium: Dublin 2013, Skopje 2015, Valetta 2019, Kandersteg 2022, Höör 2025.
 - Finnjamboree 2004.
 - Haarlem Jamborette 2003, 2007, 2011, 2015, 2023.
 - IC Forum: Athens 2012, Gdansk 2016, Belgrade 2019, Qawra 2024.

- IC Network Meeting: Prague 2024.
- Inter-American Scout Conference: Ciudad del Este (Par) 2022.
- Network Meeting for Guide and Scout Representatives to National Youth Councils: Rome 2011.
- Organisational Resilience Forum: Strasbourg 2024.
- Partnership Event: Soest 2015.
- Roverway: France 2016, The Netherlands 2018, Norway 2024
- The Academy: Malle 2013, Krakow 2024.
- World Scout Conference: Curitiba 2011 (including Youth Forum), Ljubljana 2014, Baku 2017, online 2021, Cairo 2024.
- World Scout Jamboree: North-America 2019.

Motivation to stand for election to the European Scout Committee

Deep down, I'm still the kid that comes to its weekly Scout meetings. Whenever I go to a Scout meeting or event, I feel excited about going somewhere to meet new people and have fun! In 2022, I stood for the European Scout Committee election because I was convinced I was suited for the role and would have fun serving in it. After three years of serving in this capacity, I can confidently say that this is indeed the case. This motivates me to stand for election again. I'm excited to keep serving our Movement in this role.

With three years of experience under my belt, I now know it is also a role that suits me. I've put my skills to good use. Joining the Purple Team allowed me to grow my regional network and take a more strategic look at it. I want to bring this experience to the new Committee. This would allow me to offer my skills and experience again, and at the same time, I would want to develop them further. I would be keen to take on new projects or complex portfolios because, deep down, I'm still that kid coming to a Scout meeting where I want to learn new things.

Most relevant and urgent items from the World Triennial Plan that are applicable to the European Scout Region

In the Regional Scout Plan 2022-2025, the European Scout Region set itself a target of 100% of Member Organizations engaged with Safe from Harm compliance requirements by the end of the Triennium. Over the past three years, I was the Safe from Harm portfolio holder on the Committee. I've seen how challenging it is to get all National Scout Organizations/National Scout Associations to engage in this. World Scouting has now set an even more ambitious goal: by the end of the Triennium in 2027, all 176 Member Organizations must be Safe from Harm compliant. This is a monumental task for our Region's 87 National Scout Organizations/National Scout Associations. This is a task that needs the full attention of all National Scout Organizations/National Scout Associations and the full support of both Global and Regional structures. I want to work with the global team to ensure we deliver on all the support as indicated under Area of Work 6 in the World Triennial Plan.

Under Area of Work 9, the Triennial Plan defines steps to implement the new World Event Strategy. Our Region organises many events, and we should consider the guidelines from that strategy. Risk management is especially relevant and applicable to our Region.

Most significant challenges and opportunities facing the European Scout Region

The shifting political reality in Europe and the world will impact our Region. We need to be even more prepared for unexpected events. At the same time, the continuing crisis in some of the countries within our Region will demand our attention. Peacebuilding must be one of the most urgent educational objectives in this Triennium. We will need all National Scout Organizations/National Scout Associations to buy into that. This will allow us to face the challenges these unexpected events will create.

Another challenge is the ongoing rollout of the Safe from Harm assessments. As expected, this has been a challenge from the start. Nevertheless, we must keep pushing forward with all our energy. This is one of the most significant opportunities for improvement in our Region. We must pledge to create safe spaces for every Scout and fulfil our desire to offer transformative learning experiences to young people everywhere. This is more than an objective; it is an absolute necessity.

Skills and experiences would you bring to contribute to these opportunities and challenges mentioned

First of all, I would bring three years of experience to the current Committee, bringing continuity and a network to the Purple Team. My experience of nine years as an International Commissioner before that is still relevant. It allows me to keep the perspective of Member Organizations in mind when the Committee makes decisions.

Over those many years in the international Scouting community, I've developed skills that have greatly helped me during my current term on the Committee. I have a strategic mindset and use my legal training to discuss matters in more detail when necessary. I can also easily switch between the commonly known Dutch directness and a more diplomatic stance.

In my professional occupation, I work for a trade union in a multifaceted role, advising the board and management on a variety of issues, from volunteer management to association by-laws. This experience is extremely relevant to our Region and operational framework.

