

World Scouting Volunteer Competency Framework

Introduction

The World Scouting Volunteer Competency Framework has been developed to guide the assessment of volunteers who want to be part of World Scouting as volunteers. It helps us identify the core skills and attributes needed, ensuring we select volunteers with the right competencies for our projects and initiatives.

The framework is organised into four main categories: Communication and Writing Abilities, Analytical and Technical Abilities, Personal and Interpersonal Qualities, and Understanding of World Scouting. Each category includes several key competencies, with a brief description provided for reference. These descriptions offer clear guidance on the skills and qualities we seek in volunteers.

Category 1: Communication and Writing Abilities

1. **Effective Written Communication**
 - Ability to convey ideas clearly and concisely in writing.
 - Capable of using grammar, punctuation, and style to communicate clearly with a range of audiences.
2. **Resource Development**
 - Talent for developing engaging and informative materials and resources, particularly those that support the individual's area of expertise.
 - Creativity in presenting information in a manner that is both accessible and appealing.
3. **Organising and Presenting Information**
 - Ability to logically organise and structure information to ensure clarity and accessibility.
 - Expertise in creating clear, coherent outlines and presentations for complex topics, making them easy to follow.
4. **Critical Thinking and Analytical Reasoning**
 - Ability to critically evaluate information, assess the validity of arguments, and identify key points.
 - Capacity to construct well-reasoned arguments and make informed decisions based on thorough analysis.
5. **Facilitation Proficiency**
 - Ability to effectively lead and guide group sessions, whether in-person or online.
 - Capacity to deliver training sessions and support groups in collaborative activities, ensuring active participation and engagement.

Category 2: Analytical and Technical Abilities

1. Data Analysis and Research
 - Ability to interpret both quantitative and qualitative data and draw meaningful conclusions from trends.
 - Familiarity with tools and methods for data analysis.
2. Project Management
 - Understanding of basic project management principles.
 - Ability to plan, carry out, and monitor projects effectively.
3. Digital Literacy
 - Ability to implement and apply digital solutions to improve project outcomes, including artificial intelligence (AI) and basic cybersecurity awareness.
 - Capacity to incorporate digital tools into various project areas.
4. Innovation and Problem-Solving
 - Talent for creative thinking and proposing new solutions.
 - Capacity to identify problems and develop practical strategies to solve them.

Category 3: Personal and Interpersonal Qualities

1. Self-Motivation and Time Management
 - Ability to work independently and stay motivated, especially in an online environment.
 - Capacity to manage your own time effectively and meet deadlines consistently.
2. Adaptability to Change
 - Openness to adjusting to new situations and changes in plans.
 - Willingness to try new approaches and learn from different experiences.
3. Teamwork and Communication
 - Ability to collaborate well with others, even when working remotely with teams in different time zones.
 - Capacity to share ideas and information clearly in a virtual setting.
4. Cultural Awareness and Respect
 - Understanding and appreciating different cultures and perspectives.
 - Ability to work well with people from various backgrounds, fostering an inclusive environment.

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Category 4: Understanding of World Scouting

1. Understanding of World Scouting Structure and Functioning
 - Knowledge of how World Scouting operates, including the global and regional structures and how it interacts with NSOs.
 - Familiarity with the roles and responsibilities within World Scouting and how different parts of the organisation work together.

2. Engagement with World Scouting Concepts
 - Experience in applying World Scouting's ideas and methods in real-world situations.
 - Capacity to use World Scouting resources effectively, organising and structuring information based on its guidelines and recommendations.