

## Annex 1: Open call for recruitment of WOSM Consultants

[WOSM Services](#), our global initiative that provides support to National Scout Organizations (NSO) through quality resources and in-person consultancy support, is recruiting additional volunteer Consultants from around the world. With over 200 trained Consultants across 12 service areas, WOSM Services is our most comprehensive system to support the continuous development and improvement of our 172 Member Organizations.

### Who can apply?

We welcome applications from individuals who meet the following criteria:

- Aged of 18 years or older.
- Member in good standing of their NSO
- Fully compliant with the NSO's Safe from Harm requirements
- Have expertise or experience in at least one of the 12 WOSM Service areas
- Have received endorsement of their NSO

No international experience is required, and we encourage applications from people who are new to volunteering at an international level. Expertise and skills in at least one of the 12 WOSM Services will be key criteria in the selection process alongside NSO endorsement. Details of the 12 WOSM Services can be found [here](#).

WOSM Consultants are appointed as a volunteer for three years with the possibility of renewal. On average, Consultants are expected to be available to deliver at least one service a year. Every service is different and support hours will vary but all services will require a minimum 20 hours of support.

### Why become a WOSM Consultant?

WOSM Consultants are part of a global pool of Consultants comprised of volunteers, staff members, and external partners with skills and expertise in key areas in Scouting. By volunteering, you will be contributing your knowledge, expertise, and ideas to advance the efforts of the world's leading educational youth Movement by supporting its Member Organizations.

WOSM Consultants also have the chance to develop professionally, create new friendships across Scouting, gain international experience in a multi-cultural environment, and have fun as a member of a global team.

All WOSM Consultants are also encouraged to take part in our regular professional development and individual coaching opportunities. Every WOSM Consultant is required to complete in-person consultancy skills training before they are assigned to support an NSO either in person or digitally.

### Roles and responsibilities of a WOSM Consultant

Each WOSM Service in-person consultancy looks different, but a Consultant may support an assigned NSO in consultation meetings, by delivering workshops, leading training programmes, or creating work plans. They may also support the drafting, reviewing, and updating of policy and strategy documents, and much more.

Please read the description below to understand the role of a WOSM Consultant in more depth. Consultants are expected to meet the competency framework. These competencies are assessed through NSO endorsement and references, service-related training, in-person consultancy skills training, and observations during the delivery of support to NSOs once a Consultant is appointed.

### How to apply

To express interest to become a WOSM Consultant, please submit an application using this [form](#) by 30 September 2022. **Before submitting an application**, applicants must gain the endorsement of their NSO. Once your application has been submitted, your NSO will be notified and sent a form to enable them to formally endorse your application. Applications that do not receive prior approval or endorsement from the NSO will not be considered.

If you require any additional support in the application process, please contact [services@scout.org](mailto:services@scout.org).