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W.B.R.1013

World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

Asociación
Mundial de las
Guías Scouts

To: All Member Organizations, Europe Region, WAGGGS

Date: 28 September 2015

Re: Europe Regional Committee Nominations, 2016

Europe Regional Committee Nominations, 2016

15th European Regional Conference, WAGGGS
17 – 22 June 2016, Norway

At the Regional Conference in 2016, MOs will elect the next Regional Committee, which will drive our ambitious plans to offer a quality Girl Guiding / Girl Scouting experience to many more girls and young women in the Region.

Working as part of a Regional Committee is a challenging and rewarding experience.

Committee members and staff partners, as part of WAGGGS' global team:

- Help MOs to build their progress in delivering relevant, quality and fun programmes, providing support for our volunteers, develop the resources needed to do this, and improving their image and visibility.
- Lead the development, strategic oversight, monitoring and evaluation of the Regional Operational Plan to achieve WAGGGS' goals and strategic plan.
- Prepare and deliver events to meet the needs of diverse MOs.
- Provide tailored support to MOs which may be experiencing internal conflict or a range of other challenges.
- Are the external face of the Region at Regional, MO and external events.

In return they have fantastic opportunities to learn from other cultures, be part of a global and diverse organisation contributing to drive WAGGGS' change agenda, build on their own skills outside their own country, and meet some of the most inspiring women volunteers across the world.

We need strong and diverse candidates from across the Region, with a passion for supporting MOs and the time to work for the Region. It is not an honorary position – Committee members need to be able to spend a minimum of 12 hours per month on work at home, via PC and phone, as well as meeting and other visits, which could take up to and sometimes over 10 days per year.

Please ensure that you consider young women under thirty when reviewing your possible nominees – WAGGGS is keen to ensure that at least one committee member is under thirty years old when elected.

World Board	Nicola Grinstead, Chair	Shaleeka Abeygunasekera	Sharifa Al Harrasi	Grace-Anne Crichlow	Michelle February	Anita Tiessen, Chief Executive
	Natasha Hendrick, Vice Chair	Anne Guyaz	Corinna Hauri	Nadine Kaze	Rose Kioko	<i>Registered Charity No. 1159255</i>
	Connie Matsui, Vice Chair	Low Lih Jeng	Ana Maria Mideros	Haifa Ourir	Amee Chande, Ex Officio Member	<i>VAT NO. 2394068 49</i>
	Fiona Hammett, Treasurer	Teruko Wada	Jill Zelmanovits			

Key skills and experience sought are listed in this document, and more details can be found in the following documents, which will be sent to you after the World Board at the beginning of October:

- Regional Committee Terms of Reference
- WAGGGS' Mission, Vision and Goals
- Code of conduct

Skills and experience

Nominees should possess some of the following skills and experience – they are not expected to have all.

- Development of Girl Guiding / Girl Scouting – has record of successful delivery of projects or pieces of work which have moved forward Girl Guiding / Girl Scouting in own country or internationally, for example increasing membership, working in partnership with new MOs, programme, training or strategy, among others.
- Strategic thinking and visioning
- Leadership skills, proven in an intercultural environment
- Influencing skills
- Collaborative working, as part of a team of volunteers and professional staff
- Financial management and oversight
- Information technology
- Marketing and Brand promotion
- Fund Development
- Internal and External Partnerships
- Governance
- Legal expertise
- Conflict resolution
- Involvement of girls and young women in decision making
- Strong public speaking/facilitation/presentation skills
- Knowledge and experience of the politics and economics of the Region
- Experience of working at National level would be a benefit, but is not essential
- Have an understanding of the World Association, its Mission, Vision and Goals, and the varied organisational structure of Member Organizations.

Nominations and election process

The Nominations Group may contact MOs to suggest names of potential nominees, or to encourage the MO more generally. The Member Organization is completely free to consider these suggestions or not.

All Member Organizations may submit names of candidates from any Member Organization, and are free to consult with each other.

Where a Member Organization is a federation of two or more Associations, it is required to consult with its Components before submitting a nomination. Nominations will only be accepted from Member Organizations, and not direct from Component Associations.

The Nominations Group will make every effort to ensure that at least one woman under the age of 30 is included in the nominations, and will if necessary, issue a further call for nominees if at the time of closure of nominations there are insufficient candidates in this category.

If you wish to nominate an individual to the Regional Committee, you should complete Part A of the attached nomination form (Appendix 1 of W.B.R.1013) and send it to the nominee for completion of the remaining information, together with:

- A copy of this pack
- Part B the request for biographical information
- Part C the clearance form which should be completed only if the nominee is not a member of your own Member Organization.

Copies of all the above papers are enclosed and are also available on WAGGGS' website.

Member Organizations must submit papers to Catherine Roberts, Director of Governance, at the World Bureau by 23rd December 2015. The papers must not come directly from the nominee.

The information to be returned to the Bureau is:

- The Regional Committee nomination form (Appendix 1 to W.B.R.1013)
- The biographical details.
- If necessary the clearance form

The World Bureau will pass on all nominations to the Nominations Group who may then consult with the nominating Member Organization directly, should they have any queries with what has been submitted.

Procedure following nomination

The Nominations Group will contact the professional referee, and obtain a reference for the nominee.

Nominees who have not already served a term on the Regional Committee will be asked to attend an interview which will take place during the first two weeks of **January 2016**. This interview will be by telephone at WAGGGS' expense, and will last no more than an hour. The interview will ensure that the candidate is eligible to stand, will not hold any significant posts in her MO if elected, and will ensure that we have collected the best examples of her skills and experience, ready for the election booklet.

Should the Nominations Group have significant concerns about the nominee's ability to serve as a committee member, the Chair of the Nominations Group will contact the MO and discuss these concerns. The MO may then decide to withdraw the candidate or continue with the nomination process. This part of the process is completely confidential.

In the case of a Member Organization composed of two or more Associations, the Nominations Group will communicate with the Member Organization only, on the understanding that the Member Organization will have cleared the nomination with the Component Association concerned before replying.

The names and particulars of those who have been confirmed as nominees will be circulated in time to reach Full Member Organizations at least three months before the Regional Conference. This allows time for the nominations to be considered by Full Member Organizations and for their delegates to the 15th Europe Regional Conference to be briefed.

The Nominations Group will support the candidates as they prepare to present at the Regional Conference, and provide guidance and advice as they develop their presentation.

If you have any queries, or need further information please don't hesitate to contact [Catherine Roberts](#) at the World Bureau.