



World Organization
of the Scout Movement
Organisation Mondiale
du Mouvement Scout

**World Scout
Bureau
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du Scoutisme**

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CIRCULAR

August 2001

Circular N° 30/2001

To: All National Scout Organizations/Associations

Dear Scout Brothers and Sisters,

A NEW DIRECTOR OF ADULT RESOURCES

As you may know Philippe Pijollet's health unfortunately makes it impossible for him to continue with a full time commitment to World Scouting. The purpose of this circular is to inform you that time has now come to replace him as Director of Adult Resources.

This circular therefore is a call for candidatures for the position of Director of Adult Resources at the World Scout Bureau in Geneva. According to the WOSM Constitution it is the responsibility of the Secretary General *"to appoint, supervise and remove the staff of the World Bureau as provided within the framework of the budget approved by the World Scout Committee"*.

The person whom I shall appoint will be a man or a woman between 35 to 45 years of age with a university degree (preferably MA or PhD), able to communicate effectively in French and in English and to write perfectly in one of these two languages. Ideally, he/she will also have a good knowledge of another language (Spanish or Arabic, for example). This person will have a thorough knowledge of Scouting and a solid experience in adult-learning and the overall management of adult resources, including the training of adults. He/she will know how adults learn and are motivated. He/she will have professional and personal authority as well as capacities for leadership with both volunteers and professional trainers. He/she will have demonstrated Scout spirit and his/her adherence to Scouting's values.

The position is based in Geneva (Switzerland) where the World Scout Bureau headquarters is located. It implies, among other things, many visits to National Scout Organizations worldwide which will often take place on week-ends. The salary, as well as other social benefits, allow a dignified although not luxurious lifestyle in Geneva and will be communicated to candidates retained on the "short list".

Kindly make sure that this letter and the attached job description are widely circulated throughout your National Scout Association.

Candidatures, indicating present salary, conditions and social benefits are to be sent before 15 November 2001 marked "Personal and Confidential" to

Dr. Jacques Moreillon
Secretary General
WOSM
P.O. Box 241
1211 Geneva 4
Switzerland

The new Director of Adult Resources should be operational during the first quarter of 2002.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J. Moreillon', written in a cursive style.

Jacques Moreillon
Secretary General

JOB DESCRIPTION – DIRECTOR, ADULT RESOURCES

Function

The Director of Adult Resources is a member of the World Scout Bureau. The position is based on Article XVI and XVIII of the Constitution of the World Organization of the Scout Movement. The title of the position was changed from Director of Training following the adoption of the World Adult Resources Policy (1993).

Position Concept

Responsible, as the executive arm of the World Adult Resources Committee, for conceiving, promoting and implementing the World Adult Resources Policy and for the promotion and management of Adult Resources in WOSM. This will include the development of training and support materials for adult resources.

Principal Responsibilities

1. To act as Secretary to the World Adult Resources Committee. To provide adequate support for Committee meetings and ensure appropriate follow-up to such meetings.
2. In consultation with the Chairman, World Adult Resources Committee, to take all necessary action to achieve specific objectives set by the Committee.
3. To support Regional Adult Resources Committees.
4. To provide guidance and support to National Associations in the field of Adult Resources. This includes active promotion of the World Adult Resources Policy, advice and help on regional or area seminars and courses, promotion of modern methods, production of appropriate training tools, including the production of the Adult Resources Handbook.
5. To provide guidance and support to National Associations in the area of management of their Association, including Adult Resources.
6. Represent WOSM with non-scout entities dealing with Adult Resources

Special Responsibilities

- As specified by the World Adult Resources Committee, the Secretary General or the Deputy Secretary General for Educational Methods.

Position qualifications

- University degree (preferably MA or PhD)
- Total identification to aim and objectives of Scouting.
- Ability to produce written material and training tools.
- Ability to plan, programme and evaluate.
- Fluency in English and French with a third language desirable (especially Arabic and Spanish).
- Age: 35 - 45.

Reports to:

Deputy Secretary General for Educational Methods and through him to the Secretary General.