



# Information Pack for the Role of Child and Youth Protection Consultant

World Scout Bureau, Global Support Centre,  
Kuala Lumpur, Malaysia

October 15, 2021



**SCOUTS**<sup>®</sup>  
Creating a Better World

---

## World Scouting

"The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society."

The **World Organization of the Scout Movement** (WOSM) is one of the largest youth organisations in the world. Scouting is a grassroots educational youth movement that is truly bottom-up in its structure and approach in engaging young people from all over the world.

World Scouting today is a confederation of 172 National Scout Organizations (NSOs) in a network of over 57 million members in more than one million local community Scout groups. Some five million members are adult volunteers who support local activities resulting in a huge multiplier effect.

Through peer-to-peer leadership supported by adults, each local Scout Group embraces the same set of values illustrated in the Scout Promise and Law. Each of our one million local Scout Groups follows a similar system of non-formal education suited to the unique aspects of their local community.

WOSM is an independent, worldwide, non-profit, and non-partisan organisation, which serves the Scout Movement through its NSO members. Its purpose is to promote unity and the understanding of Scouting's purpose and principles, while facilitating its expansion and development.

The **World Scout Bureau** (WSB) is the Secretariat of WOSM. It comprises of approximately 130 professional staff, based in nine locations worldwide:

- Belgium, Brussels (Europe Support Centre)
- Egypt, Cairo (Arab Support Centre)
- Kenya, Nairobi (Africa Support Centre)
- Malaysia, Kuala Lumpur (Global Support Centre)
- Panama, Panama City (Interamerica Support Centre)
- Philippines, Makati City (Asia-Pacific Support Centre)
- Switzerland, Geneva (Europe Support Centre)
- Switzerland, Geneva (Global Support Centre)
- Ukraine, Kiev (Eurasia Support Centre)

---

## Organisational Structure

The **World Scout Conference** is the governing body, the "general assembly" of Scouting, and is composed of all NSO members of WOSM. It meets every three years and its function is to consider the policy and standards of the Scout Movement throughout the world, formulate the general policy and take the action required to further the purpose of the Movement.

The **World Scout Committee** (WSC) is the executive body of WOSM. It is responsible for the implementation of the resolutions of the World Scout Conference and acts on its behalf between its meetings. Every three years, 12 members of the WSC are elected (as voting Members) for a maximum consecutive term of six years at the World Scout Conference. The WSC has established six Scout Regions within WOSM, each comprising the NSO members within a geographical area. Each Region has a Regional Scout Conference, Committee, and Support Centre. The WSC also includes, as Ex-Officio Members, the six Regional Chairpersons, besides the Secretary General, the WOSM Treasurer, and a representative of the World Scout Foundation. Six Youth Advisors are additionally involved in the decisions and tasks of the WSC.

The **Secretary General** is appointed by the WSC and his role is to promote and safeguard the interests of the Movement. He is the Chief Executive Officer of WOSM and directs its Secretariat, the WSB.

The Global Directors are the leads of each of the four worldwide core business areas of the WSB: Scouting Development, Organisational Development, Communications and Strategic Partnerships, and Corporate Services.

The **Regional Directors** are the leads of each of the Regional Support Centres around the world, and are responsible for the services delivered to the NSOs in their constituency. All the Global and Regional Directors (who form the Senior Management Team) report directly to the Secretary General and are each supported by a team of assistants, managers, and/or directors.

## Child and Youth Protection in Scouting

Child protection in Scouting - [Safe from Harm](#) - encompasses all areas of child and youth protection work, and includes a full range of strategies, systems and procedures that aim to ensure that the well-being, development and safety of children and young people is a priority in all Scouting-related activities. For National Scout Organizations (NSOs), the implementation of the World Safe from Harm Policy requires putting in place a systematic approach to prevent and react to situations that may affect the well-being, development and safety of children and young people. This includes training, resources and tailored support, as well as the implementation of internal safeguarding procedures in all activities on the World and Regional levels.

World Scouting is consistently increasing the support to its members in working with child protection to ensure all children, young people and adults are safe in Scouting. The World Scout Conference in 2021 has decided to take further steps by requesting the creation of a mechanism to track and monitor the compliance of NSOs in the area of keeping members Safe from Harm. The Child and Youth Protection Consultant will co-lead a team of volunteers and will be responsible for **assessing and developing the compliance mechanism** and, with the information it will yield, **coordinate national capacity strengthening initiatives** in this area to improve Safe from Harm compliance. The role will also explore measures around how World Scouting will **enforce** the highest ethical and safeguarding standards throughout the Movement.

---

## Child and Youth Protection Consultant – Role and Responsibilities

**Reports to:** Global Director, Organisational Development

**Duration:** Six months, 100% consultancy (with possible extension)

**Location:** Working remotely

### Role description

The Child and Youth Protection Consultant is a temporary consultancy role with the Global Support Centre reporting to the Global Director, Organisational Development. The aim of the role is to support the continued strategic development of Child and Youth Protection measures and mechanisms in the Scout Movement.

### Responsibilities

- Review the safeguarding and child protection area (called Safe from Harm) in the Scout Movement at the National, Regional and World level by doing a full review of existing policies, procedures, resources and practices, comparing with international standards and best practices, and preparing a set of recommendations for strategic improvements.
- Review the current situation of safeguarding and child protection at the national level with a sample set of National Scout Organizations around the world and prepare a set of recommendations on how WOSM should strengthen their capacity in this area to comply with international standards and best practices.
- Provide expertise, support and coaching to the current safeguarding team in the different areas of child protection and adult safeguarding.
- Provide capacity building and training for WOSM staff and volunteers to deepen their knowledge of safeguarding topics, including legal aspects, compliance, prevention and mental health support.
- Connect with partners and other organisations to identify international best practises in the safeguarding area.
- Ensure child protection risks and strategies are assessed on a regular basis, embedded in WOSM's risk register, and contribute to further developing the safeguarding standards in Scouting.
- Give strategic advice to the safeguarding coordination team.

### Job requirements

#### Qualifications and experience

- At least 8 years of experience working in the area of child and youth protection in an international environment.
- Relevant degree in public health, psychology, international development, human rights or able to demonstrate equivalence through experience.
- Technical knowledge and understanding of safeguarding and protection principles and standards in an international context.
- A proven track record of implementing prevention and compliance mechanisms and conducting safeguarding investigations.
- Experience in raising awareness around safeguarding and change management in a multicultural context.
- Experience from different private and public sector organisations as well as non-governmental organisations and government bodies is seen as an asset.

---

## Knowledge and skills

- Strategic mindset and ability to have both a short-term and a long-term perspective on suggested approach.
- Efficient, self-motivated, self-led and proactive with good organisational skills.
- Ability to share knowledge and train or coach staff and volunteers.
- Ability to communicate fluently in English, both oral and written. Literacy in French, Arabic, Spanish or Russian would be considered an asset.

## Personal Qualities

- Efficient, self-motivated, self-led and proactive with good organisational skills.
- Emotionally intelligent, able to build and sustain positive relationships with key stakeholders.
- Dynamic, open-minded, willing to learn, culturally sensitive.
- Displays integrity and a strong sense of ethics in all actions and decisions.
- Immediate availability is an asset.

## Summary of employment terms and conditions

- This role is a consultancy contract as a full-time position for 6 months with possible extension.
- The position is remote or based in the Global Support Centre in Kuala Lumpur, Malaysia
- Relocation support will not be provided.
- Contractual hours of work are a minimum of 40 hours per week for a full-time role. The successful candidate must be willing to work in the evenings and on weekends when necessary.

## How to Apply

### Application process

Applications should be submitted to [jobs@scout.org](mailto:jobs@scout.org) no later than 23:59 GMT time on **7 November 2021** and should include:

1. A curriculum vitae with full details of education and career history.
2. A cover letter outlining your suitability for the role, relating your skills, knowledge and experience to the requirements of the job description and personal specification. Your particular interest and motivation in applying for this role should also be outlined.
3. Contact information of at least two people who can provide employment references.

All applications should also be copied by email to [karin.nolke@scout.org](mailto:karin.nolke@scout.org).

### Timeline

Ideally the consultant should assume her/his role as soon as possible.

### Additional notes

The World Scout Bureau is committed to making appointments on merit by a fair and open process, taking due account of equality and diversity.