Information Pack for the Role of Research Officer, Social Impact

World Scout Bureau, European Support Centre,
Brussels, Belgium
June 2022
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 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 action required to further the purpose of the Movement.

The World Scout Committee (WSC) is the executive body of WOSM. It is responsible for implementing 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, 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.
Job Description

Position Title: Research Officer, Social Impact

Reports to: Manager, Organisational Development

Duration: 18 months

Location: Brussels, Belgium

Summary
The World Organisation of the Scout Movement (WOSM) has been pursuing the development of a framework to help measure the impact of Scouting on young people for a number of years. To date, this has resulted in the development of a research methodology that uses a comparison between scout and non-scout research groups, adjusted for other factors, on how they report against a number of personal attributes. The outcomes from the first research were published in this report. WOSM's ambition is to develop our methodology by reviewing its scope (what it measures) and make it accessible (easy to reproduce within different scouting associations and outside scouting).

In this context, and to address this set of needs, the European Scout Region of WOSM is coordinating a dedicated project on Measuring the Impact in Youth Organisations, a leading international project, with the following identified specific objectives of the project are the following:

- **O1**) Explore, strengthen and disseminate the impact measurement best practices inside and outside the project consortium by forming a network of research institutions and youth organisations.
- **O2**) Strengthen the digital capacity of youth organisations to utilise the impact assessment methodology through an automated data collection tool and trained consultants.
- **O3**) Measure the social impact of their non-formal education offered to youth members across a set of skills, attitudes, knowledge, and behaviors such as autonomy, responsibility, commitment, cultural sensitivity, community engagement, nature, and physical activity, by creating a comprehensive common methodology among youth organisations.
- **O4**) Improve the educational offer, especially for young people from disadvantaged areas, and learn from each other's strengths by gathering comparable data across several European Countries and different youth organisations.

In this context, The European Scout Region of WOSM is hiring a specialised research officer to bring expertise in research methodology and impact measurement – preferably with experience working with youth organisations.

Under the supervision of the Manager, Organisational Development, the research officer will perform a number of specialised tasks that contribute to coordinating and developing a methodology for measuring youth organisations individual impact through their programmes.

The research officer will work directly with volunteer and staff team members in Europe and Global Support Centres of the World Organisation of Scout Movement as well as with the project partners to jointly execute planned deliverables of the project and report to the stakeholders. The work will involve coordination, facilitation of research discussions, and support in developing and testing impact measurement methodology in youth organisations.
Role description

Key responsibilities

Coordinate the work on the development of impact measurement methodology
- Work together in a joint and collaborative manner with partners on the execution of the programmatic delivery of the project.
- Support the peer review and analysis of the impact measurement methodology

Lead the development of the impact measurement tools
- Coordinate the development of the three elements of the impact measurement tool: the sampling decision support tool, the data collection tool(s) and the automated tool for statistical analysis.
- Support and contribute to the development of digital integrated solution

Support and oversee the pilot testing of the impact measurement tools
- Support the training of consultants that will support the national partner organisations
- Support the two rounds of pilots testing in the national partner organisations
- Contribute to the enhancing the research methodology based on the learnings
- Ensure consistency of implementation and quality results across research partners through peer review and mentoring

Maintain inputs into the day-to-day operations of the project - regular team meetings; communications; internal reporting; programme development; work planning and strategising; etc.

Job requirements

Qualifications and experience

Academic Qualifications: Candidates should possess a Bachelor’s degree in a relevant subject (social sciences, research, youth work, strategic coordination, etc.). A post-graduate qualification (Master’s or above) in a relevant subject is desirable.

Experience: Eligible candidates will also have at least two (2) years of professional experience in non-profit organisations, research establishments, impact analysis, and monitoring, with experience in youth organisations, local government/civil service, or research sectors a distinct advantage. Understanding of research methodologies and social impact would especially be welcome.

In addition, the research officer should be computer literate in standard software applications; have good analytical skills with a specific understanding of spatial data analytics; have good interpersonal skills; report writing, and communication skills. Understanding and using digital tools to improve the accessibility of the methods to NSOs globally is desirable.

Language: For this consulting position, oral and written English fluency is required. Knowledge of French and/or Spanish is considered an asset.

Knowledge and skills

- Strategic mindset and ability to have both a short-term and a long-term perspective on the 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
The World Scout Bureau offers a range of tangible and intangible working benefits:
• Salary in line with international non-governmental organisation standards, based on experience.
• The position is based in Brussels, Belgium.
• The holiday entitlement is 25 days per year plus Belgian public holidays.
• Benefits include flexible working hours, annual local transport card, working home from home allowance, complementary health insurance and lunch vouchers.

How to Apply
Applications should be submitted no later than 23:59 Brussels time (GMT+2) on Friday, 15 July 2022, 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. Your particular interest and motivation in applying for this role in Kuala Lumpur should also be outlined.
3. Contact information of at least two people who can provide employment references.

Applications and inquiries should be sent by e-mail to the attention of Goran Gjorgjiev, Manager Organisational Development, through europe@scout.org.

Timeline
Interviews with selected candidates will occur online between 18th and 22nd July 2022. Only shortlisted candidates will be contacted. Ideally, the Research Officer, Social Impact, will start no later than 1 September 2022.

The offer of appointment will be subject to:
• 3 satisfactory references.
• Verification of relevant qualifications.
• Confirmation of eligibility to work in Brussels (or the ability to obtain the appropriate work permits, at the WSB’s expense).
• Satisfactory completion of the probation period (3 months).

Discrimination disclaimer
The European Scout Region does not and shall not discriminate based on race, colour, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation in any of its activities or operations.

We are committed to providing an inclusive, safe, and welcoming environment for all members of our staff and volunteers. We continuously strive to ensure and improve inclusion practises, equal access, and opportunities for all.