



External Advisers for the World Scout Committee

Terms of Reference

Purpose, Authority and Scope:

- a) The purpose of the External Adviser is to:
 - i) provide independent, strategic and objective council, advice and expert guidance to the World Scout Committee and World Scout Bureau.
 - ii) provide professional expertise and perspectives on key issues, trends and issues.
 - iii) assist in identifying and addressing emerging challenges and opportunities.
 - iv) support the development of key organizational policies and strategies.
 - v) facilitate connections with relevant external stakeholders and networks.
- b) The authority of the External Adviser will be limited to advice and guidance. Decisions on matters and proposals for decision or for agreement will rest with Members of the World Scout Committee as described in the WOSM Constitution and WSC Standing Orders.
- c) The External Adviser will not be considered as a member of the World Scout Committee, neither will it hold ex-Officio status.
- d) The appointment shall be limited to the service of the World Scout Committee and does not extend to any Regional Scout Committees or Committees / Boards of National Scout Organisations.
- e) The role is voluntary and not paid.

Term, limits and attendance at meetings:

- a) The term for appointment is three years and is linked directly to the WSC that appoints them. No appointment can be carried over to a new WSC without explicit approval of the new WSC.
- b) Continuation in the role will be subject to satisfactory performance and organizational needs.
- c) External Advisers will have a maximum of two terms.
- d) External advisers will be able to attend all meetings of the World Scout Committee, in-person or online. They may be invited to join specific committees or working groups aligned with their expertise.
- e) No External Advisers will members of the Steering Committee.
- f) The World Scout Committee reserves the right to terminate the appointment of an External Adviser at any time, with or without cause.

Requirements and areas of expertise:

- a) Significant experience and expertise in a relevant field. The field and/or specialism would be defined by the WSC at the beginning of each Triennium and be based on a) make-up and experience of the WSC and b) the strategic needs of the WSC and WSB.
- b) A potential list of desirable knowledge or experience is as follows (but not limited to):
 - i) Education, youth and society - non-formal education, volunteering, civil society experience, social trends, youth development
 - ii) Governance and risk management - risk assessment, mitigation and response
 - iii) Fundraising and international development – donor engagement, resource mobilization, grant management

- iv) Safeguarding and protection – safe from harm, vulnerable communities and child protection
- v) Financial management – accounting and compliance
- vi) Marketing and communications – brand positioning, public relations and stakeholder engagement
- vii) Policy, advocacy and campaigning – policy development, advocacy strategies and campaign management
- viii) Research and development – including data analysis
- ix) Legal and regulatory – legal frameworks, governance standards and regulatory compliance
- x) Technology and innovation – digital transformation, cybersecurity and emerging technologies
- c) Experience as a Board member for a similar organisation, business and/or international development organisation.
- d) Significant influence in their respective field and network.
- e) Aligned with Scouting values, mission and ethos.
- f) Commitment to the development of young people.
- g) The individual cannot have served on any Scouting governance body, held a senior volunteer role, or been employed for WOSM, WSB or any National Scout Organisations.
- h) The individual must be able and willing to attend the meetings of the WSC, either in person or virtually.
- i) Ability to commit the necessary time and effort to fulfil their role effectively.

Number and nominations:

- a) There will be a maximum of two External Advisers that can be appointed to the WSC.
- b) Nominations are prepared by WSC Steering Committee, with the support of the Executive Office of the Secretary General, based on recommendations from WSC Members and the WSB.
- c) Nominees would be identified, or head-hunted based on expertise, recommendations and reputation. There will be no 'open-call' process to manage this process carefully and avoid receiving many applications from within the Scout Movement.

Appointment process, training and reporting:

- a) Potential nominations would be researched, identified and/or collated by the WSB, with the EOSG responsible for preparing the paperwork for review and initial approval by the WSC Steering Committee.
- b) An initial audit and due diligence will be carried out on any recommendation by the WSB to assess suitability, fit and alignment with the values of Scouting.
- c) Background checks will be carried out to assess the risk of any potential appointment.
- d) The WSC Steering Committee would approve of any nominees to go to the WSC for consideration and ultimate approval.
- e) Final selection would be voted on through an individual, secret ballot by the WSC and through a regular motion in line with the WSC's Standing Orders.
- f) External Advisers will report to the Chairperson of the WSC, with support from the Executive Office of the Secretary General.
- g) All External Advisers would be inducted using the same standard procedure for WSC members, including training, briefing and specific guidance and awareness for compliance with WOSM Safe from Harm policies and procedures.

Confidentiality and Conflict of Interest:

- a) External Advisers must maintain the confidentiality of sensitive information disclosed during their tenure.
- b) Any potential conflicts of interest must be disclosed to the Committee immediately and appropriate measures will be taken to address them.
- c) External Advisers will be required to sign a Code of Conduct and other associated declarations of interest, in-line with the full members of the WSC.

Administration and support:

- a) External Advisers will be supported to carry out their duties by the World Scout Bureau.
- b) External Advisers expenses will be reimbursed in-line with the WSC Expense Policy.
- c) The budgeted associated with the External Advisers, including travel and expenses for attendance at meetings will be included in the WSB's annual budget proposal for approval by the WSC.

Approved World Scout Committee 22 March 2025