

Purpose of the Volunteer Resource Pool

To support various projects that provide opportunities and build capacity around the core mission areas of Girl Guiding and Girl Scouting; a high-quality Girl Guide and Girl Scout experience rooted in our Educational Method and strengthening leadership practices across the Movement. To support projects related to other areas of capacity building as appropriate and facilitate the translation and adaptation of WAGGGS' work to different languages and contexts.

Activities of the Volunteer Resource Pool

The volunteer resource pool is a central hub for many different volunteering opportunities. At any given time, different members are engaged in different projects and not all pool members are active. It also acts as a network to facilitate sharing good practices and learning opportunities. As opportunities to volunteer are identified, they will be shared through the pool's online platform. Opportunities will vary in scope, topic and duration. Some will require specific volunteer profiles and expertise levels, others will be open to all. Opportunities may include (but are not limited to):

- Providing an advisory service to a Girl Guide or Girl Scout Association to support them with a specific priority eg: girl programme review, developing a growth strategy, leadership framework update.
- Joining a team to facilitate an upcoming workshop or other WAGGGS international experience. For example, the Helen Storrow or Juliette Low Seminars, a regional or national leadership workshop.
- Contributing to the development of a new programme resource or capacity building tool.
- Adapting a WAGGGS document, programme resource or capacity building tool to a different context or translating it into a different language.
- Supporting a national, regional or cross-regional project.
- Mentoring and supporting other volunteers.

Membership of the Volunteer Resource Pool

- All WAGGGS members joining the pool will require the recommendation of their Member Organisation (MO) or Component Association (CA).
- Non-WAGGGS members may join the pool but do so as external experts and may not represent the Girl Guide and Girl Scout Movement or any MO/CA.
- Past WAGGGS members (eg: individuals who are no longer members of their previous MO/CA) may join the pool as external experts with the agreement of their previous MO / CA, on the understanding that they may not represent the Girl Guide and Girl Scout Movement or any MO/CA.
- Membership of the Volunteer Resource Pool is for a six-year period, starting from the date the volunteer signs their recommendation form
- Membership can be renewed upon agreement by all parties.
- Members are expected to act as positive ambassadors for the Girl Guide and Girl Scout Movement, to role model the Movement's values at all times and abide by WAGGGS' confidentiality policy.
- All members must complete any induction as required by the World Association and agree to adhere to all other relevant policies and procedures as determined by the World Association.
- Membership of specific project teams or the Volunteer Resource Pool can be cancelled at any time, upon written notification from either the volunteer, the MO/CA or WAGGGS.

Ways of Work

- Most work will take place virtually, through the online platform provided. Members will be required to register on this platform to apply for any volunteering opportunities.
- All volunteering opportunities will be communicated through the online platform, including any specific criteria and application instructions.
- Volunteers are encouraged to keep their profiles up to date, as they will form the basis for selection when applying for opportunities.
- Volunteers are expected to keep their Association updated on any volunteering opportunities they undertake through the pool.
- Where an opportunity entails international travel, WAGGGS will also inform the MO/CA directly.

- If the MO/CA has any concerns regarding any volunteering opportunity undertaken, they are requested to express it within 14 days of being informed.
- Volunteer Resource Pool members do not need to have held any specific role in their MO/CA before joining the pool. They do not need to be national trainers in their MO/CA.
- Development opportunities such as webinars and virtual networking will be made available through the online platform provided, and pool members are encouraged to take advantage of these.
- All resource pool members will be provided with a personal development plan, and an opportunity to work with a mentor.
- A progression system is in place for facilitators, to accredit them in WAGGGS' facilitation approach and leadership offer. Receiving WAGGGS accreditation has no connection to MO/CA trainer qualifications, however we would encourage MOs/CAs to consider this in any recognition of prior experience
- When a volunteering opportunity is concluded, volunteers are expected to demonstrate their commitment to reflective practice by updating their personal development plan.
- Volunteers are expected to apply any learning, competences and leadership practices developed through the pool, to the benefit of their Association.
- All materials created through the activities of this resource pool are the property of the World Association of Girl Guides and Girl Scouts unless otherwise agreed.

Volunteer Profile

Membership of the Volunteer Resource Pool will be considered against the following criteria, in addition to meeting the terms described above:

- Fluency in one or more of the WAGGGS official languages; English, French, Spanish, Arabic.
- Open minded and willing to try new things.
- Commitment to consciously practice the WAGGGS leadership model (training will be given).
- Can work effectively and flexibly in a highly diverse environment.
- Has reliable access to the internet and the skills to work virtually.
- Demonstrates an understanding of facilitation, and willingness to extend their facilitation expertise.
- High level of expertise in one or more of the following capacity building areas:
 - Organisational Identity (embedding mission vision and values into the organisation)
 - Organisational structure and strategy (strategy and planning and governance)
 - Quality Girl Guide and Girl Scout Experience (girl programme and educational method)
 - Leadership Practice (strengthening leadership at all levels for girls and adults)
 - Recruitment and retention
 - Organisational management (including HR both for staff and volunteers)
 - Finance
 - Fundraising and resource mobilization
 - Image and visibility (including communications brand and media relations)
 - Influence (including advocacy and partnerships)

Review

These Terms of Reference were last updated in July 2018, and will be reviewed in July 2019