

CALL FOR WAGGGS CAPACITY BUILDING VOLUNTEERS

WAGGGS is seeking dynamic, skilled volunteers to support WAGGGS as Capacity Building Volunteers.

BACKGROUND

WAGGGS Capacity Building Assessment Tool (CAT 2.0) supports national Girl Guiding and Girl Scouting associations to understand their own organisational capacity as measured against an organisational capacity model. Outside supporting the MO's, the tool also assists the WAGGGS Global Team - and our strong international team of Capacity Building Volunteers - to identify what type of support is required to most effectively develop and grow each association, and to support the development of new and improved tailored services and products.

The CAT 2.0 is organised into five themed sections, the tool covers the following aspects of organisational activity:



The [Capacity Building space in Campfire](#) provides a range of resources to help and support the MOs on the CAT.



**CAPACITY
BUILDING
TEAM**



OPPORTUNITY

The Capacity Building Volunteer teams are there to provide tailored support to help strengthen Member Organisations. Firstly, MOs will identify and prioritize areas of support through the WAGGGS Capacity Assessment Tool (CAT 2.0). Where there is a need for support in a specific area of work, the request comes to our teams for assistance.

Capacity Building Volunteers will join sub-teams reflecting the different organisational development areas. Each sub-team is coordinated by a lead volunteer who will drive tasks to team members whose location, language, availability, and skills best match the MO's needs, and make the connection. Volunteers will work directly with the MO, or a cluster of MOs, keeping the Volunteer Lead informed of the progress made. Capacity Building Volunteers will also work on developing, collecting and curating useful resources to support tailored support activities, e.g. toolkits, templates and training plans.

COMMITMENT

Working language is English and initial appointment is for 12 months. Time commitment will depend on the amount of support requests for the specific organizational element and the strength of the team. Most of our work is done electronically/remotely. If travel is necessary and funds are available, WAGGGS will approve a site visit or the participation in a training event.

WHAT ARE WE LOOKING FOR?

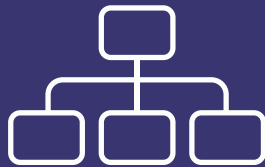
All Capacity Building volunteers should demonstrate the following:

- Open-minded and willing to try new things.
- Can work effectively and flexibly in a highly diverse environment.
- Strong & persistent communication skills and can clearly communicate actions, ideas & values.
- Respects agreed plans and commitments, and manages expectations if plans need to change
- Reporting skills and the willingness to provide regular feedback to the Volunteer Lead.
- Accustomed to adapt methods to reflect different cultures/expectations.
- Reliable access to the internet and the skills to work virtually.
- Understanding of diversity and that 'one size does not fit all' (regions, sub-regions, MOs).

In addition, we are looking for specific skills depending on the organisational development area being applied for. Please note the skills listed do not have to have been obtained within Girl Guiding or Girl Scouting.



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Governance

Are you passionate about ensuring our MOs are governed, at the highest level, in the most effective way?

This team will mentor Member Organisations in constitutions, including implementation of the constitution; governance (Board) structures and systems to support the smooth running of the organisation (including Board recruitment, induction, development and performance evaluation processes) and; appropriate tools and techniques for effective senior leadership (including roles & responsibilities and working together).

Skills you have:

- Governance and/or experience as Trustee of a voluntary organization, NGO or INGO
- Exposure to different governance models and/or best-practice governance processes
- Constitutional and/or legal expertise
- Trustee management, including performance management, evaluation and processes.



Membership Development

This team will support MOs (Member Organizations) or Potential MOs that are facing significant challenges to maintain their membership in WAGGGS, to help them achieve membership status or to move to regional support.

To support these organizations you have:

- a solid understanding of WAGGGS membership requirements and how they can be implemented
- an understanding of the various WAGGGS membership models
- the ability to drive and support change
- the ability to network
- experience working at the national level of an MO
- experience at the senior levels of an organization (staff or volunteer) and experience in a SAGNO are significant assets.



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Image and Visibility

Do you love creating communication plans and brand strategies?

This team mentors Member Organisations as they develop communication strategies and unified brand messaging solutions.

The ideal team member will have experience in:

- media relations
- building communications strategies
- creating, supporting or working within a brand identity
- tailoring communications to specific target audiences.

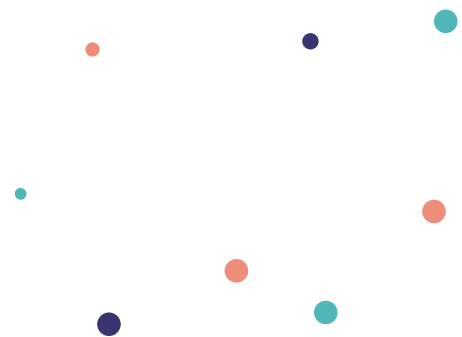


Growth and Retention

This team will mentor Member Organisations in developing their growth and/or retention membership strategies, helping them to identify the challenges for growth and/or retention and to build actions that will turn these challenges around.

Skills you have:

- ability to understand different contexts
- ability to drive and support change
- experience working at the national level of a MO; particularly with any membership development experience.





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Finance and Fundraising

This team will mentor Member Organisations in Fund development, strategic partnerships and revenue generation and in budgeting, financial management and reporting.

To support the Member organisations you have:

- relevant experience and willingness to learn the technical aspects of either or both of these subjects
- skills, experience, and willingness to support MOs through education, coaching and consultation.
- expertise in areas of Fundraising such as individual gifts, major donors, annual appeals, online giving, capital campaigns, grants, cause-related marketing, corporate partnerships, events, Friends or donor societies, etc.
- professional expertise and/or relevant experience in Finance (e.g. accounting, business, analyst)
- ability to explain and apply finance concepts to Member Organizations, such as instituting financial systems and processes, developing financial resources and creating financial templates.
- fluency in an additional WAGGGS official language is an advantage: French, Spanish, Arabic

Ideally you have:

- Experience as a Board Member of a WAGGGS unit with some Fundraising and/or Finance responsibility, or
- Experience creating or facilitating strategic partnerships, preferably with a financial component,
- Experience providing staff support for an NGO with some Fundraising/Finance responsibility, or
- Serving as a Consultant, Funder or Grantmaker for NGOs.



**CAPACITY
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VOLUNTEER BENEFITS

As a Capacity Building Volunteer you have the chance to join an international team of staff and volunteers delivering a key piece of WAGGGS Capacity Building Strategy and making a difference to the lives of girls and young women around the globe.

You will develop new skills and create networks with people from all over the world and all walks of life which may be beneficial to your personal and professional life. There will be opportunities for mentoring, feedback and personal development to ensure success and that volunteers are supported with tools, resources and training. Upon request we can offer you professional recognition such as a reference/quote on your CV/LinkedIn profile and last but not least, we won't fail to boost your Feel Good Factor.

[APPLY HERE TO BECOME PART OF A DREAM TEAM!](#)

Complete the [application form here](#):

The application form will ask your first choice of organisational development element. Please choose the element where your skills and passions fit most strongly. If you wish to, you can make a second choice as well, in case you are not selected for your first choice team. You will only be selected to join one team.

Applications will be assessed by the relevant Volunteer Leads and members of staff, and your Member Organisation will be notified of the outcome, with 14 days to raise any concerns as per the Volunteer Network Terms of Reference

Volunteers can apply to join the team at any time, however team inductions will happen periodically. The Capacity Building Volunteer team looks forward to hearing from you and thank you in advance for your willingness to support MOs and potential future MOs.

QUESTIONS

If you have any questions in relation to these roles or wish to discuss your suitability for any position, please contact capacitybuilding@waggggs.org



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