

## **Call for Core Mission Volunteers (CMVs)**

We are looking for dynamic volunteers to join the WAGGGS Core Mission team to help provide high quality capacity building support across the areas of Girl-Led Advocacy, Girl Experience, Leadership Practice and Volunteer Engagement.

### **WHO CAN APPLY? SHOULD I APPLY?**

All applicants need to be endorsed as a member of the WAGGGS Volunteer Resource Pool by their Member Organisation (MO). If you are already a member, please ensure your Mobilize profile is up to date, as this will be reviewed as part of the recruitment process. If you are not yet a member of the Volunteer Resource Pool, speak to the International Commissioner (WAGGGS) in your MO for more information, or see the information on the WAGGGS website [here](#).

The Core Mission team wants to be able to effectively support MOs in all WAGGGS languages (and more in the future). We are keen to hear from bilingual applicants from all WAGGGS Regions, who can work and collaborate in a combination of English and any other language (particularly French and Arabic). We are also particularly interested in hearing from applicants from the Arab and Africa Regions.

Every applicant should meet the following essential criteria:

- ✓ Preferably be bilingual (in English and any other language, including non-WAGGGS languages). However, we will still accept applications from English only speakers.
- ✓ Have reliable and easily accessible internet access
- ✓ Enjoy working in international teams to meet deadlines, across multiple time zones, potentially with some meetings outside of normal working hours (these will be kept to a minimum)
- ✓ Be prepared to learn about the work of all Core Mission sub teams and specialise in one of these.
- ✓ Be willing to learn about the Girl Guide and Girl Scout Leadership Model and embed this in your work and personal leadership practice.
- ✓ Be a positive ambassador for WAGGGS and uphold all relevant policies and codes of conduct (these will be covered in the role induction).

In you meet the essential criteria above and are interested, or have experience, in any of the following desirable criteria, we want to hear from you:

Human Resources or Volunteer Management	Promoting girl-led advocacy within, and outside of, Girl Guiding and Girl Scouting	Safeguarding children and/or adults
Creating engaging and high-quality online content/e-learning modules, or visual design skills	Academic or research approaches to leadership development, non-formal education, or international development	Facilitation (whether online, in person, within WAGGGS, in your own MO, or professionally)
Resource development, or adapting activities and resources for a global audience	The review of an educational programme, training scheme, or adult development framework	Co-ordination and/or maintenance of campaigns, youth consultation strategies, or external partnerships

## HOW CAN I APPLY?

To apply for a CMV role, please complete this [form](#) as fully as you can. You must complete and submit your form **by 23:00 GMT (UTC) on 31<sup>st</sup> December 2021**.

If filling in a form is not the best way for you to tell us about yourself, send us a short video instead (no longer than two minutes). In your video, make sure you answer the questions in the attached document as fully as you can - tell us what makes you stand out and why we should choose you! Please avoid sending recorded PowerPoint presentations. Videos should be submitted using this [form](#), no later than **23:00 GMT (UTC) on 31<sup>st</sup> December 2021**.

Where possible, your video or form should be submitted in English. However, you can do this in any of the WAGGGS languages if this makes applying more accessible for you.

If you have questions about being a CMV that are not answered after reading through all the information in this document, email the relevant Lead Volunteer (see below for details) and we will do our best to get you the answers you need.

## NEED TO CONTACT US?

For more information about this call for volunteers, or the Core Mission team, any of the following Lead Volunteers:

Mel Ford  
Erin Wicking  
Mel Reoch  
Fliss Callanan

Leadership Practice  
Girl-Led Advocacy  
Girl Experience  
Volunteer Engagement

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## BACKGROUND INFORMATION

### What is the Core Mission team?

The Core Mission team is a group of WAGGGS staff and volunteers who work in partnership, supporting MOs and the WAGGGS Global Team to deliver high quality, non-formal educational experiences for girls and young women.

We know that Girl Guiding and Girl Scouting works best when activities are part of one cohesive approach; the Core Mission team brings together four areas - Girl Experience, Girl-Led Advocacy, Leadership Practice, and Volunteer Engagement – to promote quality in all that we do. We do this by facilitating networking, sharing good practice, and developing tools, resources, and expertise across for use across the Movement.

We are currently recruiting new members for all four of the Core Mission teams; Girl Experience, Girl-Led Advocacy, Leadership Practice and Volunteer Engagement.

### What does a Core Mission Volunteer Do?

The work of Core Mission Volunteers is varied and can include:

- developing resources, such as toolkits or activity packs
- working directly with MOs to support them with Core Mission priorities
- collaborating with other CMVs to review and update existing resources
- facilitating or taking part in webinars/online sessions focussed on Core Mission projects, events, and initiatives.
- Providing capacity building support either to MO's who have worked through the [Capacity Assessment Tool](#) or the WAGGGS Global Team

Every CMV will go through an induction process via a blended learning approach. The role length is 18 months, with the option to extend this on an annual basis by mutual agreement between the CMV and their Lead Volunteer. All Core Mission work is currently done remotely and, even when COVID-19 restrictions are eased, most projects will still happen without overseas travel.

Although the Core Mission team currently works mainly in English, we are creating resources and processes to help support MOs and volunteers in all the WAGGGS languages. We want to recruit bilingual volunteers now so that we can build these processes further and provide non-English speakers with a meaningful volunteering and personal development experience in future rounds of applications.

## Frequently Asked Questions (FAQs)

**Q:** I don't have a lot of experience within WAGGGS, but I meet the essential criteria, can I still apply?

**A:** Absolutely, we want to hear from you - please be sure to apply!

**Q:** I am an English only speaker, can I apply?

**A:** Yes, but please give strong examples of how you meet one or more of the desirable criteria as featured above -make sure you tell us about the skills and experience you have.

**Q:** Do I have to a trainer in my MO to apply?

**A:** No, we recruit to this opportunity based on the skills you have, rather than the role you hold. We are looking for a diverse group of volunteers to help support our work.

**Q:** Can I specify which sub team I would like to be a part of?

**A:** Once your application is received and approved, you will be invited to take part in a series of induction sessions, to help increase your knowledge of the Core Mission team. After this, you will be able to specify which of the four Core Mission sub teams you are most interested in joining.

**Q:** What is the time commitment for the Core Mission Volunteer Role?

**A:** The role is flexible; different projects and opportunities become available regularly and CMVs can express interest in working on these if they have the right skills and availability. However, there is an expectation that all CMVs will consider this a major role and be prepared to give time to it every week, prioritising the role over other WAGGGS projects or appointments.

**Q:** Do I need to have experience with the Capacity Assessment Tool (CAT)?

**A:** No, you do not need to have any experience using the Capacity Assessment Tool (CAT) as training on this will provided as part of the role induction.

**Q:** If I am accepted onto the induction, will I be a Core Mission Volunteer at the end?

**A:** Not in all cases. By recruiting people to an induction, rather than straight into a role with a specific sub team, we hope applicants will be able to make a more informed choice about whether this is the right point in time for them to take on such a role. Applicants are expected to take part in all aspects of the induction process, which will end with a 1:1 conversation with a Core Mission Lead Volunteer. This conversation will explore how the induction process has gone and any wishes an applicant has about the sub team they wish to join. Any subsequent appointment as a Core Mission Volunteer is not finalised until approval has been gained from your Member Organisation.

**Q:** If I already have a WAGGGS volunteer role, can I apply?

**A:** If you have an existing WAGGGS role, please talk to your Lead Volunteer or staff contact before applying, and let us know about it in your application. A role as a Core Mission Volunteer is considered a 'major' role and, as such, applicants need to be prepared to give time to it every week, prioritising the role over other WAGGGS projects or appointments.