

Competency Area	Description	E	Very Good	Good	Minimum	None
SCOUTING		x	Scores 4	o	Scores 1	e
Scouting Vocation and knowledge	Has a clear understanding of the nature of Scouting and a deep sense of commitment to the objectives of Scouting.					
	Can describe the role of adult volunteers and the supports they need					
	Can demonstrate a clear commitment to the Scout Law and Promise and their relevance to this role and can discuss any possible tension between it and corporate responsibility.					
	Can clearly articulate how Scouting experiences have influenced their life in a positive manner and how they will help them in their role as a Director.					
	Expertise in the planning of Scouting activities at County, Provincial or National level.					
	Has experience of supporting youth leadership in Scouting or other youth organisations.					
	Understands the role of the Board in ensuring the voice of young people is heard.					
Can demonstrate a clear commitment to, and understanding of the central role of the empowerment of young people in Scouting Ireland.						
<b>Competency Area KNOWLEDGE</b>	<b>Description</b>	<b>E</b>	<b>Very Good</b>	<b>Good</b>	<b>Minimum</b>	<b>None</b>
<b>Corporate Governance</b>	<ul style="list-style-type: none"> <li>Has expertise in monitoring executive performance. Understands clear separation of governance and management.</li> <li>Can describe the role of the Audit &amp; Risk Management Committee.</li> <li>Is familiar with best practice in corporate governance including governance codes, relevant legislation, and the roles and duties of individuals and the board as a whole.</li> <li>Can describe the roles of the External and Internal Auditors</li> <li>Understands the need to act in the best interests of the organisation at all times.</li> <li>Agrees the need to maintain the confidentiality of Board meetings at all times.</li> </ul>	x	4	o	1	e
<b>Financial</b>	<ul style="list-style-type: none"> <li>Expertise in financial planning and budgetary control and the presentation and interpretation of financial reports.</li> <li>Can demonstrate an understanding of the organisations sources of income and associated risks.</li> </ul>					
<b>Workforce Planning &amp; Strategic HR - Board Only</b>	<ul style="list-style-type: none"> <li>Expertise in strategic human resource planning, performance review and staff motivation</li> </ul>					
<b>Competency Area KNOWLEDGE</b>	<b>Description</b>	<b>E</b>	<b>Very Good</b>	<b>Good</b>	<b>Minimum</b>	<b>None</b>
<b>Change management &amp; corporate integration</b>	<ul style="list-style-type: none"> <li>Has experience in the management of change within organisations</li> <li>Understands organisational change and development</li> </ul>	x	4	o	1	e
<b>Legal Compliance and due diligence</b>	<ul style="list-style-type: none"> <li>Has knowledge of the legal context within which Scouting functions</li> <li>Understands how to deal with litigation cases and how the legal system generally works</li> <li>Understands how to deal with litigation cases and how the legal system generally works</li> </ul>					
<b>Commercial Business Management - Board</b>	<ul style="list-style-type: none"> <li>Has expertise in delivering outcomes based on best contemporary business practice, ICT, and performance management</li> <li>Expertise in Public Relation or marketing, especially in a consumer goods environment</li> <li>Expertise in developing and delivering and monitoring Service Level Agreements</li> </ul>					
<b>Public Service</b>	<ul style="list-style-type: none"> <li>Has an understanding of public service objectives and work methods</li> <li>Understands the concept of "public benefit" as set out in the Charities Act, 2009</li> </ul>					
<b>Competency Area KNOWLEDGE</b>	<b>Description</b>	<b>E</b>	<b>Very Good</b>	<b>Good</b>	<b>Minimum</b>	<b>None</b>
<b>Education and Research</b>	<ul style="list-style-type: none"> <li>Has expertise in the development of education and research programmes in a youth or leader training context</li> </ul>	x	4	o	1	e
<b>Chair</b>	<ul style="list-style-type: none"> <li>Possesses the leadership experience required to deliver major change whilst remaining accountable for delivering services.</li> <li>Has experience of chairing boards/committees</li> </ul>					
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>Can list the complexity of the risks facing Scouting Ireland and the legal context in this area and the Board's role in its governance, assuring it meets all relevant legal &amp; good practice standards.</li> </ul>					
<b>Strategy development</b>	<ul style="list-style-type: none"> <li>Understands the need for a clear vision and purpose to guide the organisations strategy</li> <li>Has knowledge of the organisation's strategic objectives and current strategic position</li> <li>Has knowledge of the environment(s) in which the organisation operates and the impact of this on how the organisation functions.</li> </ul>					
<b>Competency Area MINDSET</b>	<b>Description</b>	<b>E</b>	<b>Very Good</b>	<b>Good</b>	<b>Minimum</b>	<b>None</b>
<b>Equality &amp; Diversity</b>	<ul style="list-style-type: none"> <li>Has knowledge of equality legislation in both the Republic of Ireland and Northern Ireland</li> <li>Can demonstrate a commitment, in previous work that they have undertaken, to equality and diversity.</li> <li>Can describe the Board's role, and the benefits of ensuring that Scouting Ireland has a diverse membership that is open to all and that this is reflected in the board</li> </ul>	x	4	o	1	e
<b>Displays high standards of conduct</b>	<ul style="list-style-type: none"> <li>Demonstrates behaviour which conforms to high standards public conduct and is committed to treating everyone justly and fairly.</li> <li>Demonstrates that they can place the interests of the organisation above oneself in all business matters.</li> <li>Can identify conflicts of interest and can manage them appropriately</li> <li>Can demonstrate an understanding of how their behaviour impacts on others and the functioning of the Board.</li> <li>Can take responsibility for their own performance and behaviour and act with integrity and honesty at all times.</li> <li>Is committed to encouraging a culture of learning at board level and throughout the organisation.</li> <li>Demonstrates that they are willing to challenge the status quo and encourage rigorous debate.</li> </ul>					
	Can demonstrate an ability to question their own biases and preconceptions					
<b>Competency Area SKILLS</b>	<b>Description</b>	<b>Excellent</b>	<b>Very Good</b>	<b>Good</b>	<b>Minimum</b>	<b>None</b>
<b>Analysis of information</b>	<ul style="list-style-type: none"> <li>Can actively seek, sufficiently and timely information from a wide range of sources.</li> <li>Can interpret complex information seeking clarification when necessary.</li> <li>Is able to assess the appropriateness and limitations of the information available.</li> </ul>					
<b>Decision Making (Score weighting 5)</b>	<ul style="list-style-type: none"> <li>Demonstrate an ability to evaluate proposals using a wide range of criteria, identifying advantages and disadvantages.</li> <li>Demonstrate an ability to make decisions even when information is incomplete or a situation uncertain.</li> <li>Be able to take appropriate, calculated risks when necessary.</li> </ul>					
<b>Strategic Thinking</b>	<ul style="list-style-type: none"> <li>Can identify opportunities and threats to the organisation</li> <li>Demonstrate an ability to propose alternative options and present creative solutions.</li> <li>Can identify the potential impact of decisions and offer contingency plans and risk mitigation.</li> </ul>					