

Competency Area SCOUTING	Scouting Vocation and knowledge	Excellent	Very Good	Good	Minimum	None
	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 its' 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.					
Competency Area MINDSET	Equality & Diversity	Equality & Diversity				
	Has knowledge of equality legislation in both the Republic of Ireland and Northern Ireland					
	Can demonstrate a commitment, in previous work that they have undertaken, to equality and diversity.					
	Can describe the Boards' 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.					
	Displays high standards of conduct	Displays high standards of conduct				
	Demonstrates behaviour which conforms to high standards public conduct and is committed to treating everyone justly and fairly.					
	Demonstrates that they can place the interests of the organisation above oneself in all business matters.					
	Can identify conflicts of interest and can manage them appropriately					
	Can demonstrate an understanding of how their behaviour impacts on others and the functioning of the Board.					
	Can take responsibility for their own performance and behaviour and act with integrity and honesty at all times.					
Is committed to encouraging a culture of learning at board level and throughout the organisation.						
Demonstrates that they are willing to challenge the status quo and encourage rigorous debate.						
Can demonstrate an ability to question their own biases and preconceptions						
Competency Area SKILLS	Analysis of information	Analysis of information				
	Can actively seek, sufficiently and timely information from a wide range of sources.					
	Can interpret complex information seeking clarification when necessary.					
	Be able to assess the appropriateness and limitations of the information available.					
	Decision Making	Decision Making				
	Demonstrate an ability to evaluate proposals using a wide range of criteria, identifying advantages and disadvantages.					
	Demonstrate an ability to make decisions even when information is incomplete or a situation uncertain.					
	Be able to take appropriate, calculated risks when necessary.					
	Strategic Thinking	Strategic Thinking				
	Can identify opportunities and threats to the organisation					
Demonstrate an ability to propose alternative options and present creative solutions.						
Can identify the potential impact of decisions and offer contingency plans and risk mitigation.						

