

Competency Area SCOUTING	Description	Excellent Scores 5	Very Good Scores 4	Good Scores 3	Minimum Scores 1	None Scores 0
Scouting Vocation and knowledge	<ul style="list-style-type: none"> • Has a clear understanding of the nature of Scouting and a deep sense of commitment to the objectives of Scouting. 					
	<ul style="list-style-type: none"> • Can describe the role of adult volunteers and the supports they need 					
	<ul style="list-style-type: none"> • 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. 					
	<ul style="list-style-type: none"> • 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. 					
	<ul style="list-style-type: none"> • Expertise in the planning of Scouting activities at County, Provincial or National level. 					
	<ul style="list-style-type: none"> • Has experience of supporting youth leadership in Scouting or other youth organisations. 					
	<ul style="list-style-type: none"> • Understands the role of the Board in ensuring the voice of young people is heard. 					
	<ul style="list-style-type: none"> • Can demonstrate a clear commitment to, and understanding of the central role of the empowerment of young people in Scouting Ireland. 					

	Description	Excellent Scores 5	Very Good Scores 4	Good Scores 3	Minimum Scores 1	None Scores 0
Competency Area KNOWLEDGE	<ul style="list-style-type: none"> Has expertise in monitoring executive performance. Understands clear separation of governance and management. 					
Corporate Governance	<ul style="list-style-type: none"> Can describe the role of the Audit & Risk Management Committee. 					
	<ul style="list-style-type: none"> 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. 					
	<ul style="list-style-type: none"> Can describe the roles of the External and Internal Auditors 					
	<ul style="list-style-type: none"> Understands the need to act in the best interests of the organisation at all times. 					
	<ul style="list-style-type: none"> Agrees the need to maintain the confidentiality of Board meetings at all times. 					
	<ul style="list-style-type: none"> Expertise in financial planning and budgetary control and the presentation and interpretation of financial reports. 					
Financial	<ul style="list-style-type: none"> Can demonstrate an understanding of the organisations sources of income and associated risks. 					
	<ul style="list-style-type: none"> Expertise in strategic human resource planning, performance review and staff motivation 					
Workforce Planning & Strategic HR – Board Only	Description	Excellent Scores 5	Very Good Scores 4	Good Scores 3	Minimum Scores 1	None Scores 0
Competency Area KNOWLEDGE	<ul style="list-style-type: none"> Has experience in the management of change within organisations 					
Change management & corporate integration	<ul style="list-style-type: none"> Understands organisational change and development 					
	<ul style="list-style-type: none"> Has knowledge of the legal context within which Scouting functions 					
Legal Compliance and due diligence	<ul style="list-style-type: none"> Understands how to deal with litigation cases and how the legal system generally works 					
	<ul style="list-style-type: none"> Understands how to deal with litigation cases and how the legal system generally works 					
	<ul style="list-style-type: none"> Has expertise in delivering outcomes based on best contemporary business practice, ICT, and performance management 					
Commercial Business Management - Board	<ul style="list-style-type: none"> Expertise in Public Relation or marketing, especially in a consumer goods environment. 					
	<ul style="list-style-type: none"> Expertise in developing and delivering and monitoring Service Level Agreements 					
	<ul style="list-style-type: none"> Has an understanding of public service objectives and work methods 					
Public Service	<ul style="list-style-type: none"> Understands the concept of “public benefit” as set out in the Charities Act, 2009 					

Competency Area MINDSET	<ul style="list-style-type: none"> Has knowledge of equality legislation in both the Republic of Ireland and Northern Ireland 					
Equality & Diversity	<ul style="list-style-type: none"> Can demonstrate a commitment, in previous work that they have undertaken, to equality and diversity. 					
	<ul style="list-style-type: none"> 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. 					
	<ul style="list-style-type: none"> Demonstrates behaviour which conforms to high standards public conduct and is committed to treating everyone justly and fairly. 					
Displays high standards of conduct	<ul style="list-style-type: none"> Demonstrates that they can place the interests of the organisation above oneself in all business matters. 					
	<ul style="list-style-type: none"> Can identify conflicts of interest and can manage them appropriately 					
	<ul style="list-style-type: none"> Can demonstrate an understanding of how their behaviour impacts on others and the functioning of the Board. 					
	<ul style="list-style-type: none"> Can take responsibility for their own performance and behaviour and act with integrity and honesty at all times. 					
	<ul style="list-style-type: none"> Is committed to encouraging a culture of learning at board level and throughout the organisation. 					
	<ul style="list-style-type: none"> 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					

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Competency Area SKILLS	<ul style="list-style-type: none"> Can actively seek, sufficiently and timely information from a wide range of sources. 					

Analysis of information	<ul style="list-style-type: none"> • Can interpret complex information seeking clarification when necessary. 					
	<ul style="list-style-type: none"> • Be able to assess the appropriateness and limitations of the information available. 					
	<ul style="list-style-type: none"> • Demonstrate an ability to evaluate proposals using a wide range of criteria, identifying advantages and disadvantages. 					
Decision Making (Score weighting 5)	<ul style="list-style-type: none"> • Demonstrate an ability to make decisions even when information is incomplete or a situation uncertain. 					
	<ul style="list-style-type: none"> • Be able to take appropriate, calculated risks when necessary. 					
	<ul style="list-style-type: none"> • Can identify opportunities and threats to the organisation 					
Strategic Thinking	<ul style="list-style-type: none"> • Demonstrate an ability to propose alternative options and present creative solutions. 					
	<ul style="list-style-type: none"> • Can identify the potential impact of decisions and offer contingency plans and risk mitigation. 					