

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

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Competency Area KNOWLEDGE	<input type="checkbox"/> Has expertise in monitoring executive performance. Understands clear separation of governance and management.					
Corporate Governance	<input type="checkbox"/> Can describe the role of the Audit & Risk Management Committee.					
	<input type="checkbox"/> 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.					
	<input type="checkbox"/> Can describe the roles of the External and Internal Auditors					
	<input type="checkbox"/> Understands the need to act in the best interests of the organisation at all times.					
	<input type="checkbox"/> Agrees the need to maintain the confidentiality of Board meetings at all times.					
	<input type="checkbox"/> Expertise in financial planning and budgetary control and the presentation and interpretation of financial reports.					
Financial	<input type="checkbox"/> Can demonstrate an understanding of the organisations sources of income and associated risks.					
	<input type="checkbox"/> 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	<input type="checkbox"/> Has experience in the management of change within organisations					
Change management & corporate integration	<input type="checkbox"/> Understands organisational change and development					
	<input type="checkbox"/> Has knowledge of the legal context within which Scouting functions					
Legal Compliance and due diligence	<input type="checkbox"/> Understands how to deal with litigation cases and how the legal system generally works					
	<input type="checkbox"/> Understands how to deal with litigation cases and how the legal system generally works					
	<input type="checkbox"/> Has expertise in delivering outcomes based on best contemporary business practice, ICT, and performance management					
Commercial Business Management - Board	<input type="checkbox"/> Expertise in Public Relation or marketing, especially in a consumer goods environment.					
	<input type="checkbox"/> Expertise in developing and delivering and monitoring Service Level Agreements					
	<input type="checkbox"/> Has an understanding of public service objectives and work methods					
Public Service	<input type="checkbox"/> Understands the concept of “public benefit” as set out in the Charities Act, 2009					

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Competency Area MINDSET	<input type="checkbox"/> Has knowledge of equality legislation in both the Republic of Ireland and Northern Ireland					
Equality & Diversity	<input type="checkbox"/> Can demonstrate a commitment, in previous work that they have undertaken, to equality and diversity.					
	<input type="checkbox"/> 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.					
	<input type="checkbox"/> Demonstrates behaviour which conforms to high standards public conduct and is committed to treating everyone justly and fairly.					
Displays high standards of conduct	<input type="checkbox"/> Demonstrates that they can place the interests of the organisation above oneself in all business matters.					
	<input type="checkbox"/> Can identify conflicts of interest and can manage them appropriately					
	<input type="checkbox"/> Can demonstrate an understanding of how their behaviour impacts on others and the functioning of the Board.					
	<input type="checkbox"/> Can take responsibility for their own performance and behaviour and act with integrity and honesty at all times.					
	<input type="checkbox"/> Is committed to encouraging a culture of learning at board level and throughout the organisation.					
	<input type="checkbox"/> 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	<input type="checkbox"/> Can actively seek, sufficiently and timely information from a wide range of sources.					
Analysis of information	<input type="checkbox"/> Can interpret complex information seeking clarification when necessary.					
	<input type="checkbox"/> Be able to assess the appropriateness and limitations of the information available.					
	<input type="checkbox"/> Demonstrate an ability to evaluate proposals using a wide range of criteria, identifying advantages and disadvantages.					
Decision Making (Score weighting 5)	<input type="checkbox"/> Demonstrate an ability to make decisions even when information is incomplete or a situation uncertain.					
	<input type="checkbox"/> Be able to take appropriate, calculated risks when necessary.					
	<input type="checkbox"/> Can identify opportunities and threats to the organisation					
Strategic Thinking	<input type="checkbox"/> Demonstrate an ability to propose alternative options and present creative solutions.					
	<input type="checkbox"/> Can identify the potential impact of decisions and offer contingency plans and risk mitigation.					