

**Scouting Ireland  
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28<sup>th</sup> July 2021

## Scouting Ireland – Two Casual Vacancies Board of Directors Call for Expression of Interest

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The Board of Directors of Scouting Ireland (BOD) wish to recruit two suitable individuals to fill casual vacancies to the Board of Directors of Scouting Ireland.

The Board invites applications from suitably qualified candidates to fill (2) casual vacancies.

All Board members are expected to be able to demonstrate a strong understanding of good corporate governance practices and oversight, the development of effective policies and strategies for the activities of Scouting Ireland and its Member Groups.

### PROCESS FOR FILLING CASUAL VACANCIES

The Board of Directors of Scouting Ireland may appoint any person to be a Director to fill a casual vacancy that may arise in the ten (10) Directors elected by the Members so that the total number of Directors shall not at any time exceed the number fixed per Article 31.

Directors who are appointed through this process and per Article 43 shall retire at the next annual general meeting of the Company (2022). Those appointed to fill these casual vacancies, being eligible; can offer themselves for election at the 2022 AGM .

### Competencies

It is anticipated that the members of the Board of Directors would possess a specified range of competencies (between them). The lists below outline the full range. Please indicate in your application if you have experience in any of the competencies listed.



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*Scouting Ireland Services Director Competency Matrix*

1) Scouting

- Scouting Vocation
- Scouting Knowledge

2) Knowledge (Experience of some of the following areas would be beneficial).

- Corporate Governance
- Finance
- Workforce planning and strategic HR management
- Change management and corporate integration
- The law, legal compliance and due diligence
- Communications/Public Relations
- Insurance industry experience
- Public Service
- Education and Youth Sector
- Research and Evaluation
- Safeguarding of children and vulnerable adults
- Strategic planning and development

3) Mindset/Character

- Equality and diversity
- Displays high standards of conduct

4) Skills

- Analytical skills
- Decision-making ability
- Strategic thinking

In addition, Candidates should demonstrate relevant skills and experience in at least one of the areas outlined below, which have been identified as those most required for the Board of Directors of Scouting Ireland at present:

- Fundraising and Fundraising Strategies
- Finance (e.g., Chartered Accountant)
- Change Management / Cultural Change
- Marketing and Communications
- Diversity and Inclusion
- Digital Transformation & Cyber Security

## Applications

Documents to be included in the application; email:

1. Your Letter stating why they should be considered for the appointment
2. Your CV
3. Complete the [https://www.scouts.ie/Scouter/National-Stuff/AGM/AGM-2021/AGM-Notice-Jan-2021/BOD\\_OUT\\_07B\\_Director-Competency-Matrix-SI\\_2021.pdf](https://www.scouts.ie/Scouter/National-Stuff/AGM/AGM-2021/AGM-Notice-Jan-2021/BOD_OUT_07B_Director-Competency-Matrix-SI_2021.pdf)
4. Complete the application Form for Trustee Director of SI

Email your application (4 documents listed above) to [CoSec@scouts.ie](mailto:CoSec@scouts.ie) by 17.00 hours on **Wednesday 25<sup>th</sup> August 2021**.

Suitable applicants will be identified by applying the relevant specified competencies to their application.

All applicants deemed successful for consideration will be interviewed. The interviews are anticipated to take place on the week of the commencing Monday 6<sup>th</sup> September 2021.

### To Note

The Board shall have regard to the desirability for gender balance on the Board as the Board considers appropriate and determines from time to time when making appointments.

Please give careful consideration to the possibility of any potential conflict of interest that may exist and address this in your cover letter. Candidates will also be required to complete a verification process and if selected, sign the code of conduct.

The Board may establish a panel of competent persons from applications for future use.

**Appointment to be made by:** Board of Directors of Scouting Ireland

**Date Board Vacancy Advertised:** Wednesday 28<sup>th</sup> July 2021

**Closing Date for Submission of Expressions of Interest:** 25<sup>th</sup> August 2021

**Interview Dates:** Week Commencing Monday 6<sup>th</sup> September 2021

**Applications to be made via:** [cosec@scouts.ie](mailto:cosec@scouts.ie)



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