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#### THE SCOUT ASSOCIATION OF MALDIVES

# سهري پرتوبر

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#### https://link.scout.mv/opencallforypteams





#### [REF-ToR-2024/YP/SectionalTeams]

### Terms of Reference (ToR)

#### Youth Programme – Sectional Teams

Position	Member – Youth Programme Sectional Teams	
Туре	Voluntary role at the National Scout Headquarters supporting the Youth	
	Programme Committee of SAM.	
Reporting	National Commissioner for Youth Programme / Youth Programme Committee	
	of SAM	
Duration	July 2024 – July 2025	

#### Overview:

The National Scout Youth Programme Policy of The Scout Association of Maldives has been endorsed and approved by the National Scout Council on its 2024/01 Meeting held on 10<sup>th</sup> March 2024. The National Scout Youth Programme Policy of the Scout Association of Maldives (Association), outlines key implementation strucutres of the Nationally Governening Youth Programme of the Association. This includes the formation of Youth Programme Sectional Teams.

#### National Scout Youth Programme Policy

#### 5.3.3. Youth Programme Sectional Teams:

Youth Programme Sectional Teams can be formed by the Youth Programme Committee in order to support development sectional resource materials, guidance documents and tool kits to strengthen sectional youth programme content. Such teams shall work closely with the National Commissioner for Youth Programme. Such teams shall be provided a Terms of Reference with clear scope of work from the Youth Programme Committee. These teams shall report to the Youth Programme Committee of The Scout Association of Maldives.

The Association is seeking competent interested Scout Leaders to support the Youth Programme development efforts though Youth Programme Sectional Teams. The new Youth Programme Policy outlines 4 Age Sections: Pre-Cub, Cub Scout, Scout, Explorer and Rover age sections.

Stages of Development	Section	Age group
Childhood	Pre-Cub	5 – 8 years
Pre-Adolescence	Cub Scout	8 – 12 years
Early-Adolescence	Scout	12 – 15 years
Adolescence	Explorer	15 – 18 years
Youth	Rover	18 – 25 years

Through this open call process, the Association would like to invite Adult Volunteers involved in Scouting as well as interested Rover Scouts to volunteer to contribute to the following Youth Programme Sectional Teams:

YP Sectional Team: Pre-Cub Section
YP Sectional Team: Cub Scout Section
YP Sectional Team: Scout Section
YP Sectional Team: Explorer Section
YP Sectional Team: Rover Section



Each Sectional Team will br led by a Team Lead selected by the team. The National Commissioner for Youth Programme and Chief Commissioner will provide advice and support in undertaking the tasks assigned to the teams

#### Key tasks

- 1. Support development of draft Sectional Personal Progression Pathways (along with Proficiency Badge Syllabus) as outlined in the National Youth Programme Policy, further outlined in the Youth Programme Educational Proposal of the Association.
- 2. Support development of draft Guide to Implementing Group life in Scout Units as outlined in the National Youth Programme Policy.
- 3. Support development of draft Guide on Sectional Youth Councils as outlined in the National Youth Programme Policy.
- 4. Support development of draft Guide on Nature, Camping and Outdoors as outlined in the National Youth Programme Policy.
- 5. Support development of draft Guidance Tool to carry out Youth Self-Assessment as outlined in the National Youth Programme Policy.
- 6. Pre-Cub Section team: to support develop the "Steps Activity kits" as mentioned in the Explore and Discover A guide to Pre-Cub Section (leaders handbook).
- 7. Provide any additional support requested from the National Commissioner for Youth Programme.

#### Core Competencies expected from team members

Interpersonal skills	0	Capable of Active listening, giving, and receiving feedback, verbal / non-	
		verbal communication, problem-solving skills, and teamwork.	
	0	Ability to communicate effectively – Clearly bale to communicate, actively	
		listen to others, and respond with understanding and respect.	
Emotional	0	Capable to understand people's emotions and emotional situations. Capacity	
Intelligence		to understand and manage our own emotions. (Self-awareness, Self-	
		regulation, Motivation, Empathy, Social skills).	
Inclusiveness	0	Ability to create an environment in which everybody feels welcome. Treat	
		everyone equally and respectfully.	
	0	Cultural intelligence: attentive to other cultures and adapt as required.	
		(awareness of biases, effective collaboration).	
Agility	0	Ability to quickly adapt to rapidly changing circumstances. Have the ability to	
		continually learn, unlearn, and relearn when necessary.	
Courage	0	Ability to stand by your values and people and defending them in front of	
		others when necessary, however at the same time be willing to admit when	
		wrong and where appropriate change position or opinions.	
Functional skills	0	Ability to take the initiative, rectify, critically reflect, make decisions, set	
		goals and priorities, manage time, and be organized.	
Scouting Knowledge	0	Demonstrated understanding of the principles, values, and operations of the	
and experience:		scouting movement.	
	0	Familiarity with the structure and functioning of the Association and WOSM.	
	0	Demonstrated understanding of programme delivery and/or support to	
		young people in a Scout Group setting.	

#### Selection process:

An open call will be made to encourage all competent interested individuals to submit their interest to be part of a sectional programme team. The selection will be made by the National Youth Programme





Commissioner in consultation with the Chief Commissioner. The Sectional Teams will be endorsed by the Youth Programme Committee of the Association.

#### Performance Management:

The members of the YP Sectional Teams will be subjected to an initial performance appraisal carried out 3 months into appointment. Followed by a second appraisal 6 months after the initial appraisal. Based on the evaluation carried out via the Performance Managementprocess, a decision for future can be made; this could include Renewal(continuation), retirement or reassignment.

- o **Initial target setting**: Upon appointment, the individual is required to provide targets for a 3-month period.
- o **Renewal:** Individuals will be required reset targets accordingly for the next 6 months incorporate learning from the first 3 months and stive to increase productivity and be focused on further development and growth (both individually and in implementing the functional role).
- o Retirement:
  - At any time, any individual working within the management organization and functional structure of the Association can decide to retire on their own accord.
  - After two or more Performance Management cycles, if the individual is unable to meet the basic performance criteria, the Association has the right to initiate termination of the mutual contract with the individual.
- o **Reassignment:** Based on the Performance Management evaluation or based on emerging needs of the association, or upon the request of the individual, after a reasonable negation between the Association and the individual, reassignment of roles or functions can be made by the Association.

#### Matters not addressed in this ToR

Such matters shall be discussed with the National Commissioner for Youth Programme and an amicable solution should be agreed between the individual and the National Commissioner for Youth Programme.

#### Mutual Agreement

A document of agreement to function in the position, will be signed between the individual and the Association indicating acknowledgement and commitment to function and deliver the Terms of Reference set above in this document. From the Association the National Commissioner for Youth Programme will sign in witness of the Chief Commissioner.

#### Open Call Notice:

Individual Scout Leaders and Rover Scouts are requested to fill in the following application form and submit to the Association by Thursday, 11<sup>th</sup> July 2024, before 14:00hrs.

Application form: <a href="https://link.scout.mv/opencallforypteams">https://link.scout.mv/opencallforypteams</a>

The following ToR has been approved by Maeed Zahir, Chief Commissioner, The Scout Association of Maldives on 2<sup>nd</sup> July 2024.

