

Appendix 2 - Committee and Working Group Skills Matrix

	Essential Skills		Useful Skills
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Skills	Finance	Audit and Risk	Governance	Nominations	Volunteer Resources	Vibrant Regions	Value Proposition Delivery	Evidence and Evaluation	Growth and Retention Strategies
Accounting practice, and strategic financial and business management									
Property management									
Risk assessment, and management of organisational risks									
Best-practice financial, asset, and organisational audit processes									
Governance and/or experience as Trustee of a voluntary organization, NGO or INGO									
Legal expertise									
Constitutional expertise; exposure to different governance models									
Design and delivery of governance policy and procedures									
Extensive GG/GS networks amongst national leadership teams across your Region									
Practical understanding of, and experience working in, WAGGGS governance and implementation structures									
Volunteer management, including policy development, performance management and grievance processes									
Human resource management, including remuneration, and executive level policies and procedures									
Strategic thinking and visioning									

Skills	Finance	Audit and Risk	Governance	Nominations	Volunteer Resources	Vibrant Regions	Value Proposition Delivery	Evidence and Evaluation	Growth and Retention Strategies
Impact measurement, customer service or program evaluation, data collection and analysis									
GG/GS leadership or girl program design and delivery experience; WAGGGS global program experience									
Experience managing technology strategy and implementation across organisations									
Not-for-profit organisational membership and operational models; and growth strategy									
Organisational development and change management									
Fund development and/or partnership development experience									
Access to corporate and high net worth individual networks									
High level advocacy skills									
Marketing and brand promotion									
Media relations & public relations expertise									
Public speaking and presentation skills									
Leading organisation wide projects or programs of work that engage multiple stakeholder groups									
Experience leading or delivering work in cross-cultural context									
Working in partnership with volunteers and staff									