



#YFJelections

November 2020

To ensure the governance of the organisation, it is important to put emphasis on the diversity among Board members, both by representing the various Member Organisations, the knowledge they bring to the organisation but also in terms of skill-set and competencies to ensure that the individual Board members complement each other and come together to become a strong, strategic and effective Board.

For this reason we have divided the application form in different sections.

The first identifies the general information and availability of candidates.

The second one focuses on the individual candidates experience as well as vision for the organisation. Please ensure in this section that no answer is more than a page.

The third section looks at the different skills and competencies that the Board as a whole should have when they come together as one body. This is to ensure that the Board as a body has all the necessary skills and competencies through the various individuals that compose it.

This means that no one individual needs to have all the necessary elements, but by bringing together these 11 individuals the board as a whole would. Good governance starts with a well-rounded board, meaning that the Board skills composite, or Board as a whole, should ideally have strength in each of the areas. The last section is therefore a self-reflection exercise on these skills and competencies.



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FORM TO APPLY FOR THE POSITION OF

Vice-President of the European Youth Forum

This form must be filled in and sent back (in pdf and doc format) to the Secretariat (governance@youthforum.org), together with the nomination and acceptance letters by **Tuesday 06 October 2020 (23:59 CET)**.

This form will be published on the European Youth Forum website after the deadline for application and be accessible to Member Organisations and the general public.



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SECTION 1 - General information & availability

| | |
|---------------------------------------|---|
| NAME | Rosalyn |
| SURNAME | Old |
| MEMBER ORGANISATION | World Association of Girl Guides and Girl Scouts (WAGGGS) |
| NOMINATING MEMBER ORGANISATION | World Association of Girl Guides and Girl Scouts (WAGGGS) |
| DATE OF BIRTH | Age: 30 |
| GENDER | Female |
| PRONOUN | She/her |

Would you be able to attend at least 20 meetings per year (on average 2-3 days each) on weekends or weekdays – and be available on other occasions on an ad hoc basis?

YES

Are you fluent in English or French, with preferably knowledge of the other language?

YES

English – native speaker

French – up to C1 (B2 examination, C1 short course)

German – B2 (B2 examination)

Are you available to travel extensively?

YES



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SECTION 2 - Experience & vision

1. What is your proudest achievement in the youth space (either individually or as part of a team)? Why is it so meaningful to you?

I was really proud of the team effort of creating and running the first ever [Youth Pre-meeting of the Regional Forum on Sustainable Development \(RFSD\)](#) for the UNECE region in Geneva in 2019. This event was planned for and by young people for the first time, through proactive collaboration between the institutions and civil society organisations, with the European Youth Forum as one of the joint organisers. My role in the process was to facilitate the full-day event, and then to present the main outcomes in a speech to the plenary of the RFSD. I'm proud to have been able to deliver the day of sessions in a way that included and gave space for every participant, and enabled young people's perspectives to be much more present in the whole RFSD event. For example, through conversations with participants, I adapted my facilitation style in order to make sure each activity was accessible for the range of participants, including those who were deaf, visually impaired and had limited mobility.

I was proud of this event because it was designed and run in a way that was true to our values. There was an open application process, a diversity of applicants were selected (including a mixture of those representing some of our members who are active in UN spaces, to those who had never been to this kind of event before); the sessions were based on interactive non-formal education methods and facilitation techniques; there was collective decision-making between participants on the key messages they wanted to deliver to the roundtables the following day in the main event; the event was planned in such a way that it linked directly to the institutional spaces, recognising young people as rights-holders and legitimate voices in that space; and the workshops additionally provided capacity-building opportunities for participants to take on to their next advocacy projects. We were also able to combine this with a taste of the youth climate movement activism which was happening outside the event, to remind the decision-makers from national governments of the real-world implications of their choices.

This event sticks with me because of the way it was something new and innovative, but done in partnership with key other organisations, and feeding meaningfully into a high-level process. It set a precedent which will hopefully continue and adapt in future years, setting an example for other organisations and institutions.



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2. What do you consider key principles of teamwork? How would you resolve a disagreement between team members?

For me the key principles of teamwork are collaboration, positive relationships, transparency and inclusion. By working collaboratively I mean including everyone, and valuing the unique combinations of skills, experience and knowledge that individuals bring to the space. It's about creating systems of decision-making within the team that share power and aim towards finding consensus, but vitally still leave space for constructive criticism, raising concerns and respectful disagreement. It includes ways of working that involve people in ways that are accessible to them. I developed skills in this through working in a cooperative.

Knowing and understanding each other is also vital for good team work, and so I always look to build positive relationships within the team from the start. When you know what drives and motivates someone, it's easier to understand the dynamics of the group - why people care about a particular issue or raise a key concern - and avoid points of unresolved tension.

Transparency to me means getting everyone on the same page, and creating a culture of trust which provides the space for different ideas to emerge when everyone can see the whole picture. This also means that I strive for regular and open communication within the team, which is something I have been working to embed in the YFJ Governance Review, for example.

For a team to work, everyone needs to be included. To embed inclusion in a team, I consider accessibility at every point - in how we meet, how we communicate, the materials and language we use, in the opportunities we offer to participate. These then need to be adapted to ensure that everyone in the group is able to participate in a way that works for them. The principles I learnt from the WAGGGS Gender and Diversity mainstreaming toolkit help me with this.

If all of the above principles are followed, there will be regular points for discussion, feedback and raising concerns. The team should also understand each other in a way which means conflict can be avoided in many cases. However, if there is a disagreement, it is important to create a space for open communication as soon as possible. The culture of decision-making within the team is key - if people are open, honest and understand the value of different perspectives, the process of disagreement can be handled in a way that is friendly and actually helps the team to make good decisions. Individuals can share their perspectives and discuss options towards finding a compromise. If that cannot be reached, there are mechanisms for voting which can be taken in a way that respects the right to disagree, but also accepts and follows the majority vote.



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3. Vice-presidents are the trusted 'ears' of the Board. How will you ensure you are accessible and trusted? How would you bring a concern to the President / Secretary-General that had been shared with you?

Accessibility and trust are key values to me and I try to reflect these in everything I do. To ensure this in the board context, I will first build personal relationships with each person, to be aware of what people care about most and why. Knowing each other as whole people is especially important at the moment, when we are all facing huge changes, uncertainty and pressure outside of our involvement with the Youth Forum. In building good relationships with the President and Secretary General I'd want to agree on shared ways of working, moments and ways to raise concerns and potential issues before they become big challenges.

Being on the board can be intense - both through the time commitment and the content of discussions and projects. In this regard, prioritising board members' wellbeing is key. I have worked with the other wellbeing rep on initiatives to support the wellbeing within the current board, such as informal social spaces, discussions about how people are and what would support wellbeing, and moments for sharing positivity. I would love to continue to develop these practices with what works for the new board.

I like to be proactive by reaching out to people to check in regularly, as well as creating opportunities for informal and formal feedback. A way to enable this is to have clear ways for the board and members to ask questions/raise concerns/provide feedback anonymously throughout the mandate. These should get regular responses, whether directly or by adding them as a meeting discussion item, to ensure that accountability mechanisms are in place alongside feedback loops and transparency.

Inclusion and equity are also core values for me. I constantly challenge myself to think about what potential barriers to participation could be in any activity or process, and take steps to improve accessibility and inclusion. That means also understanding the different ways in which people prefer to participate and adapting to a variety of types of interaction.

Overall, I believe that by embedding collaborative practices throughout the board's work, towards a less hierarchical structure, there will be more open communication and wider opportunities to discuss issues if and when they arise. By opening up channels of more regular communication and discussion with the board, we can also improve accessibility and trust across the whole organisation.

4. What is the best public speech you have ever seen/watched? Why? What is your personal experience in public speaking?



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For me, the most impactful public speeches I have seen are those that come from the heart - the presenters are speaking their truth on a topic they are passionate about. In those moments slide presentations or complex techniques don't matter - these moments can't be scripted. They are stories, and the speaker's voice and story captures the audience's attention by itself. They are sharing their lived-experience in order to inspire change. That sort of energy and ability to capture the audience's attention and imagination is special because it creates a moment that people share and therefore remember.

One example that has stuck with me for a number of years is a speech I heard by a candidate at a GA of a membership organisation. She was running for the President position and it was against a backdrop of an organisation struggling to address a gender imbalance within its delegates, and more broadly in a wider societal context of sexism against women in leadership positions. In her speech, the candidate was refreshingly honest. She set out that she wasn't what a leader looked like - she was a woman, she was small, her voice was quiet and her background wasn't the same as the people who were normally in those roles. But she turned it around - she *was* a leader, and those characteristics didn't mean she couldn't be one. Instead we needed to change our ideas of what a leader looked like, how they spoke, what their body language was like. Of course, many of us already knew that to be true, but she so clearly made real something we were maybe afraid to say. She won the election and illustrated what it means to lead in a style true to yourself. Her honesty and unashamed confidence in her ability to lead as she was, stuck with me. I often come back to this and remember the importance of authenticity, and of doing the work to make leadership spaces accessible for those with different lived experiences, without anyone having to change who they are to fit in.

I have significant public speaking experience in a whole range of contexts, from formal to informal, volunteering to professional. Many of these have been in elected youth representative roles (YFJ board, students' union President), others by invitation in professional contexts (e.g. to present academic or professional research at international conferences, or to give lectures or small group teaching). In my previous board mandate, I regularly presented, took part in panel debates and facilitated meetings within EU, UN, member organisation and external contexts, particularly on my main areas of expertise - the climate crisis and sustainable development. I adapt my structure to fit the event, preferring to use storytelling, images and interactive elements where possible to increase interest, accessibility and follow on action by audience members.

If you have questions about my application, get in touch with me at rosalyn.old@waggs.org or look out for interactive opportunities coming up!

SECTION 3 - Self-assessment

Questions? governance@youthforum.org



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How to fill it in?

7 competencies are presented and explained in the matrix below. Each candidate is invited to self-assess their competencies by rating from **1 to 5**, meaning:

- 1 - Expert**
- 2- Experienced**
- 3 - Ok**
- 4 - Less experienced**
- 5 - No experience**

The candidate can provide further explanation if needed in the last column.

| Competencies | Explanation | Why | Self-assessment | Short justification of your response |
|-------------------|--|--|-----------------|--|
| Leadership | <i>Ability to provide vision to the organisation and to lead by example.</i> | The Board will have to lead the conversation to develop the next Strategic Priorities. | 1 | Good feedback & successes in various previous leadership positions: <ul style="list-style-type: none"> • YFJ Board member in previous mandate - leading Governance Review coordination. • Elected President of Students' Union (& Chair of Board) - led successful funding bid. • National Lead Volunteer for development of Girlguiding' UKs new offer for 18-30s. |



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| | | | | <ul style="list-style-type: none"> Co-lead Volunteer WAGGGS Europe External Relations. |
| Governance | <i>Understanding of the principles of good governance, the organisation's structure and functioning & the distinction between the roles of the Board, Management and Secretariat.</i> | The Board will need to ensure oversight of the work of the different bodies of the organisation (CBMA, FCC, Secretariat etc.) | 1 | <ul style="list-style-type: none"> Previous board: lead coordinating YFJ Governance Review, working with board, members and secretariat to establish the scope and timeline through collaborative process. Have been a board member of additional 3 NPOs. Understanding of strategic/operational work. Previous member of governance committees. Passionate about accessible and inclusive governance. Professional research on democratic participation & digital democracy. Helped design a working group structure for a non-hierarchical co-operative. Experience of writing and interpreting statutory documents. |
| External representation | <i>Ability to represent the organisation and bring key messages to relevant events and meetings.</i> | The Board is the public face of the organisation. Board members are invited to attend and represent the organisation at numerous events and meetings. | 1 | <ul style="list-style-type: none"> Experience in previous board position: external representation mainly on climate, sustainable development and youth delegates in UN, EU & CoE spaces e.g. the high-level multi-stakeholder platform on the implementation of the Sustainable Development Goals, the UNECE Regional Forum on Sustainable Development, as two examples. Co-lead volunteer of WAGGGS Europe External representatives group - support & training. Presentations and networking in a number of other voluntary and professional roles from international conferences to parliamentary spaces. |
| Financial management | <i>Ability to interpret financial documents and trends to assess financial health of an organisation.</i> | The Board is financially and legally responsible for the organisation and has oversight of the finances. | 2 | <ul style="list-style-type: none"> Comfortable with scrutinising financial documents, and audit and risk best practice from previous experience on boards. Financial experience as Treasurer for an event committee. Some legal and accounting courses as part of undergraduate degree. |
| Policy & | <i>Ability to</i> | The Board has | 1 | <ul style="list-style-type: none"> Developed skills in policy & advocacy |



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| Advocacy | <i>provide strategic direction to the development of the organisation's policy positions and advocacy actions.</i> | to provide direction to the development of policy positions (policy papers, resolutions, positions etc.) based on the Work Plan and Strategic Priorities, adopted by the Member Organisations | | through previous board portfolio of climate, sustainable development and youth delegates, contributing to policy paper processes and strategy documents. <ul style="list-style-type: none"> • Experience of advocacy work and supporting others with advocacy activities as Co-Lead volunteer for External Relations for WAGGGS Europe Region. • Knowledge of techniques for prioritisation according to evidence base of advocacy/policy areas. • Extensive experience of working with organisational policies, position statements and motions through YFJ and students' unions. • I have previously developed and run training sessions on advocacy and external representation for WAGGGS and students' unions. |
| Team work | <i>Ability to work in a constructive manner within teams and with different people bodies of the organisation.</i> | The Board is made of 11 volunteers and has to interact with various other actors (other Board members, Management, Secretariat, working structures, Member Organisations etc.) | 1 | <ul style="list-style-type: none"> • Significant experience of working positively and effectively with a variety of people and teams - from participants in a community bike workshop to the Vice Chancellor of a university, from local to international remote teams. • Experience of developing good staff/volunteer partnership working in membership organisations. |
| Members & Stakeholders relations | <i>Ability to engage with a wide range of actors with different interests.</i> | The Board is the main interlocutor of the organisation and the main contact point for Member Organisations. It also has to engage with various stakeholders | 1 | <ul style="list-style-type: none"> • Various previous roles have involved engaging with and linking between different member organisations, stakeholders, being a friendly point of contact and having a good overview of organisational areas of work. • Acted as wellbeing rep at previous YFJ statutory meetings for member organisations. • Have worked on partnership development between organisations, finding shared priorities and ways of working for mutual benefit. • Member of university college alumni committee to develop the network |



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| | | (institutions, partners, media etc.). | | and relations. |
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