

SELECTION CRITERIA:



Volunteer Participants

- Between the age of 18 to 25
- A minimum of two years of Girl Guiding experience.
- Basic knowledge of the official language of the country the participants will go to.
- Should be outgoing young women capable of thriving in a cross cultural environment and different culture
- A minimum of High School certificate
- Should be recommended for consideration at their own district or regional or county levels (depending on the structures of the MOs)
- Those recommended from the districts or regions or counties (or equivalent) will go through a double competitive interview at the National Headquarters where the best will be selected.



Professional Participants

- Must be between 26-35 years old
- Should have a minimum of two years of Girl Guiding experience.
- Should have basic knowledge of the official language of the country they will be posted to.
- Should be outgoing young women capable of thriving in a cross cultural environment and different culture
- Must have a university degree in a related field of what she would be doing in host country.
- Should have at least 2-3 years professional experience in the job they will be doing in host country

PS: To ensure we get the correct professional participants; capable of delivering on their roles, the partnership has also tightened their recruitment procedure to 3 levels as follows:-

- Level 1: The sending organisation will through its independent recruitment processes (including interviews) shortlist 3 potential candidates
- Level 2: The receiving organisation will carry out online interviews (both verbal and practical) for the three recommended candidates
- Level 3: The selected candidate will provide 3 references with at least one of them from a former employer confirming the capacity of the candidate to deliver on their responsibilities as a participant. The receiving organisation will be at liberty to cross check and confirm with referees before confirming the candidate

The role of WAGGGS in the recruitment process:



For quality and compliance check; once the MOs finalise their recruitment process, they will submit their recommended candidates to the Coordinating Partner for final approvals. Participants can only consider themselves successful once they receive a Participant Agreement (which will be issued by WAGGGS through the MOs)

