

Job Description

Title:	Meaningful Youth Participation Coordinator
Responsible to:	Youth Leadership Lead
Location	Either UK based or WAGGGS World Centres or home-based in country where WAGGGS is able to contract for services.
Key Working Relationships:	Youth Leadership Lead, Youth Voice Lead Volunteer and Youth Voice Volunteer Team, Core Mission staff and volunteer team, Governance team, Global Programmes team, Membership team, Regional Committees, MO Communications Coordinator.

About Us

For over 100 years, Girl Guiding and Girl Scouting has been supporting girls to become active global citizens through non-formal education, the development of shared values and life skills. Free to make what they want from the Movement, girls learn by doing, make friends and have fun. In brave, local spaces, girls develop the skills and attitudes to change themselves, their communities and our world.

The World Association of Girl Guides and Girl Scouts (WAGGGS) connects over ten million Girl Guides and Girls Scouts from 153 countries, we are a global team of staff and volunteers from around the world and work in four official languages. We keep the global Movement thriving, united and growing. Our strengths lie in innovative non-formal education programmes, leadership development, advocacy and community action.

Job Purpose

The main purpose of this role is to support the international Girl Guide and Girl Scout Movement to improve its meaningful youth participation practice and increase its capacity to be led by girls and young women.

Key Responsibilities

Mainstream Meaningful Youth Participation

- Work with the Youth Voice Volunteer Team to support capacity building in Member Organisations*, this may include:
 - Delivering workshops about meaningful youth participation.
 - Creating tailored action plans with Member Organisations.
 - Developing resources to support meaningful youth participation projects at national to local level.
- Collaborate with different WAGGGS teams to embed meaningful youth participation into event planning and delivery, for example:
 - Ensuring youth participation is happening throughout the planning and delivery process.
 - If an event is aimed at young people, supporting the programme to be relevant, exciting, accessible and learner-led for the participants.

- Champion intergenerational leadership** to make sure everyone knows they have a part to play in a Movement led by girls and young women.
- Put the principles of diversity, equity and inclusion into action by not taking a 'one size fits all' approach to work.
 - Apply intersectionality and be aware of the global, multilingual context of WAGGGS in all areas of work.
 - Take the time to understand cultural context and local barriers and the different experiences and perspectives on youth participation young people may have in different contexts, before deciding your approach and be prepared to adapt along the way.

* WAGGGS is a membership-based organisation – we have 153 different national Member Organisations who directly deliver Girl Guiding and Girl Scouting in their country.

** Intergenerational leadership is young people and adults working together, building on each other's knowledge and experiences to bring about positive change

Support Young People in Governance

- Monitor and evaluate the implementation of existing recommendations produced by youth-led research into young women in governance.
- Assess what is needed to continue to grow WAGGGS's meaningful youth participation practice in the governance space.
- Collaborate with the WAGGGS Governance Team to put into action recommendations.

Ensure Meaningful Participation of Girls and Young Women

- Support the participation of girls and young women in WAGGGS activities across the organisation through, for example,
 - Helping to implement safeguarding policies and procedures.
 - Checking written content to ensure that it is clear and accessible.
 - Advising on how to make sure young people feel meaningfully included.
 - Identifying practical ways so that every and any girl can take part in WAGGGS opportunities, taking into account our global diversity and range of languages, time zones and contexts.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change. Applicants must have the right to work in the country they are based in.

Person Specification

Essential

- Fluent in spoken and written English and able to communicate in Plain English – writing for and with a youth audience.
- Experience of facilitating learning and development of young people and/or adults.
- Experience of meaningful youth participation in action.
- Understanding of youth participation and what can make it meaningful.
- Able to identify where practice of meaningful youth participation can be improved and suggest how it can be embedded into ways of work.
- Able to work in cross-functional, cross-time zone teams, in an inclusive manner, with staff, volunteers and partners.
- Able to work independently to manage time around different projects, tasks and levels of working.
- Open minded with an awareness of context and actively promotes diversity, equity and inclusion.
- Flexible, ready to adapt and come up with new ideas and approaches.
- A collaborative approach to work and comfortable challenging others' ideas and biases when appropriate.
- A commitment to issues affecting girls and young women on a global level, and demonstrable ability to engage with girls and young women.
- Passion for non-formal education and youth participation.

Desirable

- Educational background and/or professional qualifications in a related field e.g. non-formal education, child development, leadership, girls' and women's empowerment, diversity equity and inclusion.
- Experience of working in a culturally diverse organisation and/or working with children and adolescents.
- Experience of inducting, training, and managing volunteers.
- Demonstrable commitment to and experience of working in partnership with volunteers.
- Working proficiency in Arabic, French and/or Spanish.
- Comfortable using technology, online tools and working in a virtual context.
- Experience in the Girl Guide and Girl Scout Movement, or similar non-formal educational youth movements.