



**WORLD[®]
SCOUTING**



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(B)
Corporation

Regional Director, Arab Support Centre

Candidate Pack | July 2026

World Scouting



“The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.”

The World Organization of the Scout Movement (World Scouting) is one of the largest youth organisations in the world. Scouting is a grassroots educational youth movement that is truly bottom-up in its structure and approach in engaging young people from all over the world.

World Scouting today is a confederation of 176 National Scout Organizations (NSOs) in a network of over 60 million members in more than 1 million local community Scout groups. Some 5 million members are adult volunteers who support local activities resulting in a huge multiplier effect.

Through peer-to-peer leadership supported by adults, each local Scout Group embraces the same set of values illustrated in the Scout Promise and Law. Each of our 1 million local Scout Groups follows a similar system of non-formal education suited to the unique aspects of their local community.

World Scouting is an independent, worldwide, non-profit, and non-partisan organisation that serves the Scout Movement through its NSO members. Its purpose is to promote unity and the understanding of Scouting's purpose and principles, while facilitating its expansion and development.

The World Scout Bureau (WSB) is the Secretariat of World Scouting. It comprises of approximately 130 professional staff, based in seven locations worldwide:

- Belgium, Brussels (Europe Support Centre)
- Egypt, Cairo (Arab Support Centre)
- Kenya, Nairobi (Africa Support Centre)
- Malaysia, Kuala Lumpur (Global Support Centre)
- Panama, Panama City (Interamerica Support Centre)
- Philippines, Makati City (Asia-Pacific Support Centre)
- Switzerland, Geneva (Europe & Global Support Centre)





Organisational Structure



The World Scout Conference is the governing body or “general assembly” of Scouting. It is composed of all the NSO members of WOSM. It meets every three years to consider the policy and standards of the Scout Movement throughout the world, formulate the general policy, and take the action required to advance the Movement.

The World Scout Committee (WSC) is the governance body (“board”) of WOSM. It is responsible for implementing resolutions agreed at the World Scout Conference and acts on its behalf between its meetings. Every three years, 12 members of the WSC are elected as voting Members for a maximum consecutive term of six years at the World Scout Conference. The WSC also consists of ex-officio members: the Chairperson from each of WOSM’s Regions, WOSM’s Secretary General, the WOSM Treasurer, and a representative of the World Scout Foundation.

The Secretary General is appointed by the WSC to promote and safeguard the interests of the Movement. The Secretary General is the Chief Executive Officer of WOSM and directs its Secretariat, the World Scout Bureau (WSB).

The Chief Operating Officer provides overall coordination and leadership to the operations of the Global Teams.

Global Directors lead staff teams in each of the WSB’s functional areas, organised as globally distributed Practice Teams: Member Support; Education, Research & Development; Communications; Business Development; WOSM Events; and Corporate Services.

Regional Directors lead staff teams in each of our Support Centres around the world and are responsible for coordinating and quality-control the full suite of services delivered to NSOs in their constituency, working hand-in-hand with our globally distributed Practice Teams.

Regional and Global Directors form the WSB Senior Management Team and report directly to the Secretary General.

All our teams work with WOSM Volunteers, a pool of hundreds of committed individuals from all over the world, who contribute and co-lead our projects, events, research and resource development. Together, we form the WOSM Team.

The Role



Role:

Regional Director, Arab Support Centre

Location:

Cairo, Egypt

Job Summary

The Regional Director leads the Arab Support Centre of the World Scout Bureau (WSB) and also serves as Secretary General of the Arab Scout Organization, with responsibility for providing strategic and operational support to National Scout Organizations (NSOs) across the Arab Scout Region. The Regional Director also provides effective support to the Regional Scout Committee and contributes to the implementation of World Scouting's [Strategy for Scouting](#) and Triennial Plan across the Region. The position plays a key role in advancing World Scouting's [mission](#) by strengthening regional impact, representing the organisation in relevant spaces, and expanding strategic opportunities and partnerships throughout the Arab Scout Region.





Responsibilities

The key responsibilities of the Regional Director are to advance World Scouting's operations and impact in the [Arab Scout Region](#), aligned with our Strategy for Scouting, the [Regional Scout Plan](#) and resolutions adopted by the [Arab Scout Conference](#).

Assist National Scout Organizations in the Arab Scout Region to:

- Identify the needs of NSOs in the areas of Scouting's educational Youth Programme, volunteer adult resources and management, good governance, child and youth safeguarding, institutional and organisational development, and communications, advocacy and partnerships.
- Ensure the effective and efficient delivery of support services to NSOs through an innovative hands-on approach to strengthen capacity at the national and local levels of Scouting.
- Encourage and facilitate the quality growth of membership among NSOs in the Arab Scout Region.
- Maintain regular communication and visits with NSOs, as well as current and potential partners in the Arab Scout Region, to ensure a consistent and effective exchange of information among NSOs both regionally and globally.
- Develop relevant region-wide partnership, youth-led advocacy and resource mobilisation plans, enabling World Scouting to expand and diversify its income streams, and position the organisation as a leading voice on youth policy and youth programming at national levels.
- Support NSOs to receive government recognition of Scouting as the world's leading educational youth movement and a leader in non-formal education.

- Ensure that NSOs in the Arab Scout Region have strong collaboration with each other and are committed to the global unity of the Scout Movement.

Support the good governance of the Arab Scout Region to:

- Coordinate the necessary human and financial resources - both within World Scouting and through external partners- to effectively support the needs of NSOs.
- Foster close and trusting relationships among the staff of the WSB at the Arab Support Centre, as well as between the Chairperson and members of the Arab Scout Committee.
- Serve as secretary to the Arab Scout Committee and collaborate with the Chairperson and Vice-Chairperson to support data-driven decision-making.
- Encourage and support the Arab Scout Region's effective participation and delivery of World and Regional Scout events.
- Maintain positive relationships within Egypt as the host country of the Arab Support Centre.
- Promote an organisational culture based on the values of transparency, accountability, respect and continuous improvement.
- Sustain and strengthen the Arab Scout Organization's consultative status with the League of Arab States to ensure continued institutional engagement and representation.
- Serve as the Board member and rapporteur for the Arab Scout Foundation.

Responsibilities



Consult with World Scouting's Secretary General to:

- Effectively manage the Arab Support Centre and contribute to the overall management of the WSB by playing a full and active role as a member of the organisation's Senior Management Team.
- Establish objectives and action plans to submit to the Arab Scout Committee for consultation and agreement.
- Provide regular reporting, updates and information on the work of the Arab Support Centre to the WSB's management, the Arab Scout Committee, NSOs in the region, and other Support Centres.
- Strengthen links, dialogue and cooperation with the other four Scout Regions (Africa, Asia-Pacific, Europe and Interamerica).
- Prepare, plan and organise regional institutional events, such as Arab Scout Committee meetings and the Arab Scout Conference, and provide support to other world and regional events hosted in the region by NSOs.
- Ensure the effective integration between the work of the Arab Support Centre team and the WSB's Practice Teams (Member Support; Education, Research and Development; Communications and Digital; World Events; and Corporate Services).
- Attend meetings of the WSB and the World Scout Committee as required.
- Undertake any other tasks requested by the Secretary General of World Scouting.

Lead the management and operations of the WSB's Arab Support Centre:

- Establish the Arab Support Centre work plan and manage its implementation.

- Collaborate with key staff and the Regional Treasurer to plan and prepare the annual budget, and ensure its effective implementation through strict monitoring of income and expenditure.
- Facilitate staff engagement and participation in the WSB's Practice Teams, fostering a culture of collaboration, respect and accountability.
- Prepare, oversee and follow up on applications for various funding sources.
- Develop and maintain relationships with partners and donors funding initiatives and activities in the Arab Scout Region.
- Ensure adherence to WSB's risk management approach to effectively identify and manage risks.
- Ensure the effective management of staff and operations of the Arab Support Centre and Arab Scout Organisation is aligned with the WSB's People and Culture Strategy.
- Support each staff member to clearly identify their responsibilities, work plan objectives, career growth and performance, adhering to the WSB's performance management cycle.
- Ensure compliance with the WSB employee handbook and other organisational policies, procedures and good practices.
- Maintain good working conditions, adequate office facilities and equipment for staff.
- Oversee and support the management and continuous development of the Arab International Scout Centre, in close cooperation with the Centre's Board, ensuring its effective operation as the home of the WSB Arab Support Centre.





Job Requirements

Experience and Qualifications

- Senior executive in the fields of education, management or business development.
- Postgraduate or Master's degree, or other relevant professional qualifications and experience are an asset.
- At least five years of experience in a senior managerial role, including responsibility for leading diverse staff teams.
- Demonstrated understanding of Scouting's educational programme and its implementation at national and grassroots levels.
- Proven knowledge of good governance practices and experience in developing and delivering support to National Scout Organizations (NSOs).
- Solid experience in budget planning, financial oversight and monitoring.
- Experience in people management and working with volunteers in a professional capacity.
- Experience in advocacy, partnership development and fundraising activities.
- Proven ability to coordinate and collaborate with distributed, virtual and international teams.
- Previous work experience in non-governmental organisations (NGOs) nationally or internationally is

considered an asset.

- Experience in youth work or non-formal education at the national or international level.
- Familiarity with Scouting's educational method and participation in organisational capacity-strengthening workshops are advantages.
- Experience in planning, organising and delivering events.
- The candidate should have held a leadership position in Scouting at the local, national, or regional level.

Competencies and Skills

- Effective communicator with strong command of both English and Arabic (spoken and written); knowledge of additional WOSM languages (French or Spanish) is considered an asset.
- Strong commitment and experience in the development, growth and values of the Scout Movement.
- Demonstrated intercultural competence and sensitivity to cultural differences with an international outlook and ability to work effectively in a multicultural environment across the Arab Scout Region.
- Proven leadership style that empowers, coaches and supports staff with a focus

on accountability, innovation, service improvement and collaboration.

- Strategic and analytical thinking with the ability to prioritise, manage multiple tasks and lead teams effectively.
- Excellent interpersonal and relationship-building skills with the ability to negotiate diplomatically and foster cooperation among diverse stakeholders.
- High digital literacy and proficiency, including the use of online collaboration platforms, cloud-based systems, digital communication tools, and advanced use of the Microsoft Office Suite.
- Strong organisational skills with a proactive, self-motivated and efficient working style.
- Demonstrated emotional intelligence, trustworthy, and able to build and maintain positive and productive working relationships.
- Professional, ethical, and values-driven, demonstrating integrity and consistency in decision-making and conduct.
- Able to work under pressure and tight deadlines with a positive, solutions-oriented approach.
- Willingness and availability to travel frequently, including occasional work during evenings and weekends.



Job Requirements

Terms and Conditions

The WSB offers a range of tangible and intangible working benefits. This is a full-time position with an open-ended contract under Egyptian law.

- A monthly salary appropriate for the seniority of the role.
- The position is based in the Arab Support Centre in Cairo, Egypt.
- Contractual hours of work are a minimum of 40 hours per week, Sunday through Thursday, but additional hours may be required for the effective performance of the role, for which there will be no additional remuneration. The successful candidate must be willing to work evenings and weekends, when necessary.
- The holiday entitlement according with the local law plus public holidays in Cairo, Egypt.
- The WSB has a pension plan and medical plan – full details will be provided on employment.
- Relocation support will be provided (if applicable).

The offer of appointment will be subject to:

- Three satisfactory references.
- Confirmation of eligibility to work in the agreed duty station (or the ability to obtain the appropriate work permits, at the WSB's expense).

The confirmation of appointment will be subject to:

- Background check, including verification of criminal record and relevant qualifications.
- Satisfactory completion of the probation period (three months).





How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete the online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0726-WorldScoutBureau or Pat-Jones-CoverLetter-0726-WorldScoutBureau.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

Timeline

- **Closing Date:** 17th August 2026
- **First Stage Interviews:** Week commencing 24th August 2026
- **Final Interviews:** TBC

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of the World Scout Bureau’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at nusman@oxfordhr.com in the first instance.

About Oxford HR



Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have. Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success.

We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: oxfordhr.com





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