



Procedures and Stages for International Service Team Selection Process for the 24th World Scout Jamboree

Our International Service Team (IST) Experience Vision

To ensure that each IST staff member of the 24th World Scout Jamboree enjoys a welcoming, well planned, and safe environment that allows them to provide Scouts and Scouters from around the world the experience of a lifetime. We will do this by developing and providing each staff member access to sufficient training, opportunities for fellowship, clear roles and accountabilities, flexible work schedules where possible, and the support necessary to make meaningful contributions to the event while experiencing being a valued member of the World Jamboree IST.

Summary of our IST Staffing Objectives

- Our objective is to recruit sufficient staff to fully meet the needs of the expanded World Jamboree program at the Summit Bechtel Reserve and to plan the event in a manner that enhances our ability to realize our vision for a remarkable IST World Jamboree experience.
- In order to meet the needs of an expanded World Jamboree program, we want to pre-assign IST to positions that best take advantage of the candidate's skillsets, personal attributes, and their desired areas of service. IST candidates will be asked to choose their three preferred assignments, and this information will, to the extent possible, be considered by the 24th WSJ Planning team in selecting IST staff. Our preference is for IST to arrive at the Jamboree site already aware of their role, with an appropriate pre-arrival briefing and orientation.
- Recruitment of IST will be handled through multiple methods, such as through 24th World Scout Jamboree promotional efforts, including the official website at www.2019wsj.org. We expect that the primary recruitment of IST will happen at the NSO level.
- Please note that we expect to receive more IST applications than can be approved for participation on the IST staff.
- Appropriate consideration will be given to development opportunities for younger IST candidates, as we want to provide a platform for the development of future leaders on the World Scouting stage.
- NSOs must clear for consideration all IST candidates for potential selection by the WSJ Planning Team. NSOs are encouraged to provide a list of approved candidates that is in excess of any IST allocation number, as it is possible that not every IST candidate will be selected to serve on the IST staff. There may be individuals who are recruited/approved by an NSO who are not selected for their first, second or third choice, or who may not get selected to serve as an IST for the 24th World Scout Jamboree.
- All IST prospects for positions will be selected by the 2019 World Scout Jamboree staff, taking into consideration the skill sets, personal attributes, and desired areas of service, consistent with the overall staff needs of the World Scout Jamboree.



1. First stage: **IST Candidates:**

Definition of International Service Team (IST) at the 24th World Scout Jamboree. From the New World News Bulletin #1:

In order to make a jamboree happen, about 9,000 people are needed to serve on the International Service Team. Scouts who are at least 18 years of age at the start of the jamboree are welcome to join the IST. IST members should be able to communicate in English and/or French, and be ready to perform any tasks necessary for the jamboree. In addition, they must attend the jamboree as part of a national contingent.

IST registration will be a feature of the 24th World Scout Jamboree Registration System. This system will be available to all National Scout Organizations (NSOs) for their use in a format of their choice, either as a public facing, open system, or a more private closed information system for management by the NSO.

If public facing, IST candidates will enter their own details into the registration system, including their three preferred staff position choices. This information is then provided to their NSO for clearance of the IST candidate.

If private facing, the NSO will recruit IST candidates and enter the details, including the three preferred staff position choices, into the system on the IST's behalf. In a private facing system, it is assumed that any IST candidate listed by the NSO is cleared for further consideration by the WSJ planning team.

In either system, IST candidates will not be visible to the WSJ planning team until they have been cleared by their NSO.

2. Second Stage: **IST Prospects:**

IST candidates become IST prospects upon the entry of candidate details, including three areas of interest, in the registration system of the 24th World Scout Jamboree, and upon clearance by their NSO.

As an IST prospect, they will appear in the registration system according to their areas of interest. They will be placed in a queue for review by the appropriate staff member of the 24th World Scout Jamboree planning team. If the IST prospect is not selected for their first choice, then they will go to their second choice. The process continues for their second and third choice. If an IST prospect has not been approved for their third choice, the IST prospect will be placed in a general queue for selection by any appropriate staff of the 24th World Scout Jamboree. There is the possibility that an IST prospect may not get selected by any of the staff leadership. Therefore, it is possible that an IST prospect may not be selected by the 24th World Scout Jamboree.



3. Stage Three: **IST Staff**

An individual becomes IST staff after:

- A. Completion of the IST Candidate process
- B. Completion of the IST Prospect stage
- C. Selection by a member of the 24th WSJ Planning team, and the IST prospect is offered and accepts the IST Staff position.

Conclusion:

This process may be new and different in a World Scout Jamboree context. By following this process, the leadership of the 24th World Scout Jamboree expects that IST candidates will:

1. Indicate their preferred areas of service that best captures their personal interests, expertise, potential for development, and desired Jamboree experience.
2. Maximize the potential of an IST position that most closely matches their skill set and/or interests.
3. Be aware of their staff assignment and be part of the organizational effort before arriving at the Jamboree site.
4. Provide the best opportunity for a world class Jamboree experience by each IST member.

This can only be accomplished when:

1. The NSO oversees recruiting and clearing IST candidates.
2. IST candidates provide, directly or indirectly, their preferred areas of interests and other details within the registration system of the 24th World Scout Jamboree.
3. The appropriate 24th World Scout Jamboree staff selects an IST prospect and offers a role/position as an IST staff.
4. The IST accepts the position offered by an appropriate staff of the 24th World Scout Jamboree.