PROFILE

FOR A SUITABLE CANDIDATE FOR NSAT FACILITATOR/ASSESSOR TRAINING

1. Purpose

The National Support Assessment Tool (NSAT) Facilitator/Assessor Training aims to develop a pool of suitably qualified and competent individuals within National Scout Organizations (NSOs) who can support and facilitate the implementation of NSAT at sub-national levels.

NSOs are therefore invited to nominate suitable adult volunteers or professionals who demonstrate the necessary experience, competencies, commitment and willingness to undertake this responsibility.

2. Recommended Candidate Profile

A suitable candidate should preferably meet the following profile:

1.	**Scouting Experience**	Have sound experience and a demonstrated record of involvement in Scouting, preferably in leadership, management, administration or organisational development roles within the NSO or its sub-national formations.
2.	**Understanding of Organisational Management**	Possess a good understanding of organisational management, particularly in areas such as governance, strategic planning, administration, financial management, resource mobilisation or audit.
3.	**Assessment Experience**	Have familiarity with organisational assessment, quality assurance or improvement processes. Previous exposure to GSAT, NSAT or other organisational assessment tools would be an advantage, but is not mandatory.
4.	**Communication and Interpersonal Skills**	Demonstrate good communication and interpersonal skills, with the ability to engage constructively with national and sub-national leadership, volunteers and professionals.
5.	**Facilitation and Coordination Skills**	Be capable of facilitating discussions, coordinating preparatory activities, guiding teams and supporting the systematic collection and organisation of information and evidence
6.	**Guidance and Support**	Demonstrate the ability to provide constructive guidance to sub-national formations in understanding NSAT standards, assessment dimensions, criteria and evidence requirements, and in preparing for the assessment process.
7.	**Integrity and Confidentiality**	Demonstrate high standards of integrity, impartiality, professionalism and respect for confidentiality, particularly when dealing with organisational documents, assessment information and sensitive records.
8.	**Commitment and Availability**	Be willing to complete the prescribed NSAT training and make themselves available for subsequent assignments to support NSAT implementation and follow-up activities, as required by the NSO.

9.	**Safeguarding Awareness**	Have completed the required confidentiality and Safe from Harm training, with current Safe from Harm status maintained in accordance with NSO requirements.
10.	**Language Skills**	Have a basic working knowledge of English to understand the NSAT materials and participate in the training. Fluency in English is not mandatory. Knowledge of additional languages relevant to the NSO and its sub-national formations would be an advantage.
11.	**NSO Nomination and Appointment**	Be formally nominated by the NSO and, upon successful completion of the prescribed training, be appointed by the NSO to undertake the relevant role.

3. Additional Considerations for Nomination

In identifying suitable candidates, NSOs are encouraged to consider the following:

- Candidates may be adult volunteers or professionals associated with the NSO.
- A balanced pool of candidates with complementary experience and competencies in governance, administration, finance, organisational development and Scouting operations would be beneficial.
- Candidates should have the ability and willingness to support different sub-national formations, as required by the NSO.
- Previous experience in GSAT or other assessment processes should be considered an advantage rather than an essential prerequisite.
- The NSO should ensure that nominated candidates have sufficient time and institutional support to undertake their responsibilities.

4. Expected Commitment

Selected candidates are expected to:

- Actively participate in and successfully complete the NSAT Facilitator/Assessor Training.
- Demonstrate an understanding of the NSAT framework, assessment methodology and implementation process.
- Uphold the principles of objectivity, integrity, confidentiality and professionalism.
- Accept assignments from their respective NSO and contribute to strengthening organisational standards and good governance at sub-national levels.

Note: Participation in the training does not automatically confer an appointment as an NSAT Facilitator or Assessor. The respective NSO retains responsibility for selecting and formally appointing trained individuals to these roles, in accordance with the NSAT 1.0 framework.

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