

## **Explanatory Note – Map of Skills**

### **Purpose**

To build and maintain effective Commissions capable of carrying out WBSC strategic plan and achieve their objectives, it is imperative that members and chairs collectively possess a range of skills, knowledge, attributes and experience.

Implemented in 2025, the map of skills is designed to provide a clear picture of the skills possessed by the members and chairs of each WBSC Commission. It helps identify sources of knowledge and experience available and/or missing at a specific point in time.

Together, the WBSC map of skills and the WBSC skills audit will be able to provide guidance, when recruiting new commission members, as to the most desirable experience, competencies and knowledge required. The map of skills aims more broadly to foster diversity among the Commission members by bringing people with different background, culture and experience to complement each other to achieve the commissions' goals.

The completed map of skills is intended solely for internal WBSC use to manage the composition of its Commissions.

### **Process**

As part of the recruitment/appointment process WBSC request that each candidate submit the map of skills for its respective Commission along with their application. Each candidate will have to self-assess scores on each skill area.

Additionally, WBSC will conduct an internal evaluation at a later stage (WBSC skills audit) based notably on the member's completed map of skills to avoid important gaps.

The map of skills is also used as an evaluation tool at the end of each commission member's term to assess their performance and advise the WBSC President and the Executive Board on dismissal or reappointment.