

Skills-based and pro bono volunteering – Service Leader role: “Organization Readiness Consultant”

When a nonprofit organization lacks the capacity to perform a self-readiness assessment, it’s advisable to recruit a pro bono volunteer with consultancy experience to carry out the task. In this service-leader role, the volunteer will use his or her competencies to analyze the organization and determine if it is ready to welcome skills-based volunteers to specific projects. In most instances, a board member with appropriate skills can perform this role.

About the role of a skills-based Service Leader in the organization readiness phase: The pro bono volunteer will use his skills and competences to help –as a consultant- analyze the nonprofit organization in order to check if the entity is ready for welcoming skills-based volunteers on specific projects to be defined later during the project readiness and needs identification phases.

Responsibilities:

- Ask the right questions to the nonprofit and their management
 - o About the nonprofit organization vision, mission, strategy and goals
 - o About their market, their positioning on it and their strengths and weaknesses
 - o About the financial health of the nonprofit organization
 - o About the nonprofit management, board members and staff readiness to engage into skills-based volunteering
 - o About the processes in place to manage volunteers
 - o About the results/impacts from the previous volunteering experience
 - o About their current situation and the potential bandwidth their staff has to manage external resources
- Analyze the answers and advising on the next steps for the nonprofit to be ready to welcome pro bono volunteers

Qualifications and skills needed:

- External or internal consultant experience – 3 years +
- Listening and analyzing skills
- Business strategy and management knowledge
- Volunteering experience in a pro bono consulting role is a plus

HandsOn Network Action Centers have more great [skills-based and probono volunteer resources](#) to help you implement your projects. Find a [HandsOn Network Action Center](#) near you.