



An SME is:

- A “Subject Matter Expert” for Capacity Building (IP) or Emergency Response (ER)
- On their way to the top of their field in technical expertise
- A willing, confident and talented mentor
- Qualified, vetted and approved by globally set standards
- A resource to be shared, not hidden

An SME shares expertise:

- Through Communities of Practice
- Through GTRN engagements
- Through GC Centres of Excellence
- Through Learning Centres

An SME offers different types of expertise...

For Integrated Programming and Emergency Response

Practitioner

Demonstrates ability to effectively:

Implement project models and plans and/or implement emergency response programmes and frameworks.

Implement projects at a field level in relevant technical sector.

Operate in programming role in range of different contexts (not necessarily multi-country).

Operate at a field and national level.

Manager/Advisor:

Demonstrates ability to effectively:

Develop policy / standards / guidelines or apply research in relevant sector in multiple contexts or implement response management principles.

Lead or significantly contribute to regional / global approaches to programming or research.

Think and act strategically ensuring all components of a programme link and work together (Advisors).

Lead and manage programmes covering all aspects of operations including the management and development of staff (Managers).

For Integrated Programming only: Trainer / Facilitator

Demonstrates ability to effectively:

Design and deliver training, which applies adult learning principles, on specific programming models for NO staff in different countries and contexts

Provide coaching and mentoring support which meets individual needs



Global Technical Resource Network

See contacts, video training and Webex Clinics (see calendar)-all at

wvcentral.org/gtrn

Request Help

Use Request Help button for assistance on GTRN system:

gtrn.wvcentral.org

Or

Contact wendy_creed@worldvision.ca

Wendy Creed

GTRN Manager

Updated December, 2014

Am I an SME?

An SME is already working:

In a National Office

In a Support Office

At regional or global level

Externally as a consultant

An SME is can be identified by their own office, supported and acknowledged as an outstanding professional in their field.

... and many different spheres of knowledge:

Specialist in:

Development areas

Advocacy areas

HEA areas

Design, monitoring, evaluation and LEAP

Support Services

You can be an SME:

in more than one expertise (“sectors” in GTRN)

even if your current availability for GTRN engagement is limited/zero (consultancy).

even if you don’t work for World Vision

– but only if you register with the GTRN.

You cannot be an SME:

If you are not “validated” by a World Vision “Sector” Leader

You cannot take GTRN engagements:

If you are not an SME

If you do not register

Talk to your manager:

So you can be released between one week to three months to work where your skills and expertise are most needed, through GTRN engagements globally in capacity building and/or 1-3 months to respond to emergencies.

Why join the GTRN?

Recognition of your skills

International/inter-regional exposure

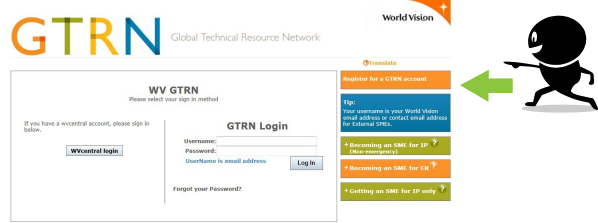
New relationships, experiences and understanding

Stewardship - sharing your personal, God-given resources where they are needed most.

(IP = consultancy/ER = Emergency Response)

1. From **wvcentral** (WV Staff wvcentral.org/gtrn) or directly to **GTRN** (gtrn.wvcentral.org for all as well as external consultants)

- Register for a GTRN account.



NOTE: Your email address is your GTRN username and used to notify you on GTRN activity. Wvcentral users will have Single Sign on after registration.

If you are external, WV Referee must approve before password is emailed to you.

On your first log in Agree to Privacy disclaimer .

2. Complete profile: Your profile information will be used for input to all applications you may submit for validation. Attaching Resume on your profile is required,



NOTE: If your employee record is on Our People, some profile data will be auto populated weekly starting January, 2014.

To update profile anytime, click on My GTRN (from top menu) and Update My Profile.



To view sector standards (also accessible during application process) click on link on home page:

- Will I qualify as an SME?

Deployment Policy - Coming soon Disclaimer

ER
Core Humanitarian Competencies
ER Generic MoU template
ER RDMT MoU template
ER HEARTT MoU template
Surge Minimum Standards
View ER 'sector' Standards

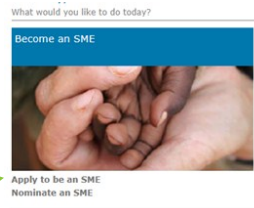
IP
Core Standards
View IP 'Sector' Standards
GTRN Training and Assessment

- [+ Will I qualify as an SME?](#)
- [+ Becoming an SME for IP \(Non-emergency\)](#)
- [+ Becoming an SME for ER](#)
- [+ Getting an SME for IP only](#)
- [+ MY REQUESTS](#)
- [+ MY DEPLOYMENTS](#)
- [+ NEWS](#)

Click on any of the buttons here to see the steps in becoming and getting an SME.

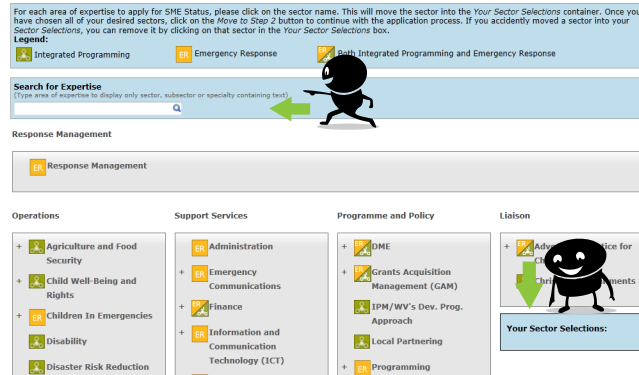
3. Apply to be an SME

NOTE: Be prepared to provide evidence and/or explanation of your competences



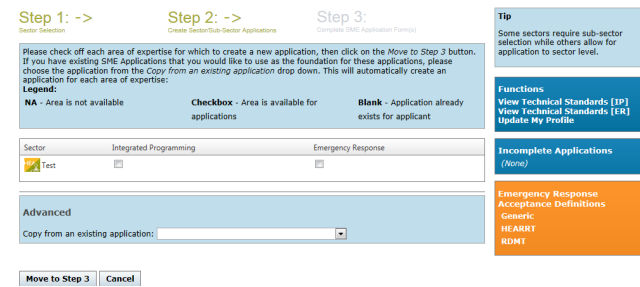
3.1 Select Area or multiple Areas of Expertise ("Sectors") ...

If you are unsure, type expertise in the "Search for an Expertise" box to filter the list.



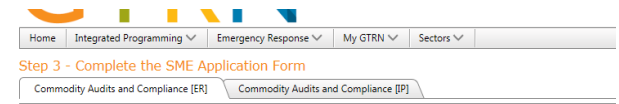
then click on "Move to Step 2" in "Your Sector Selection" box.

3.2 Specify IP and/or ER for all of your selections and Move to step 3



On your first application you will be prompted to agree to IP core standards and provide information on core competencies for ER applications.

3.3 Complete all tabs that would be created based on your selection



When applications are completed, click **Submit for Review & Validation**



Click on ? for hints and tips.

*Your manager is notified to approve your application to go to Global Sector Lead for Validation. Once approved, Global Sector Lead is notified to validate. You will be notified by email on progress of your application.

4. IP SMEs are required to complete GTRN Assessment – link on home screen. SME will be reminded with email notification and link to complete the GTRN assessment. This provides orientation on World Vision's approach to programmes. External SMEs for IP also have a shorter assessment.

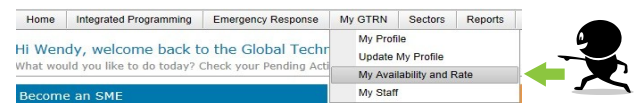
- Becoming an SME for IP (Non-emergency)
Open a one page guide here

- Deployment Policy
- Non-Emergency Deployment Guidelines
- IP Core Competencies
- View IP 'sector' standards

4. Complete SME assessment (for IP only)

Completion is required before eligibility for IP engagements. This will be checked when you have completed GTRN assessment at <http://wvl.lamsinternational.com/lams/>. Not required for Emergency Response (ER).
- WV Staff: choose the course group Global Technical Network from the list.
- External consultants will need the course key below to register for an account on LAMS.
Course key for external consultants:

5. Email notification will be sent to complete your availability (IP & ER) and rate (for IP only) – click link in Pending activities or go to My GTRN.



Click on My SME Status (right of home page) anytime to update your application/s.

