

CALL FOR VOLUNTEER INTERNSHIP

Intercultural Competence, 2011

SALTO Cultural Diversity Resource Centre

Internship at SALTO Cultural Diversity

In 2011 we will host an intern at SALTO Cultural Diversity in London, working on the theme of Intercultural Competence.

The SALTO Cultural Diversity Resource Centre is looking to develop the concept of Intercultural Competence in a more concrete way. We acknowledge its primary importance in our work and would like to provide more support and resources that are useful in the area of international youth work.

SALTO Cultural Diversity is currently accepting applications for an intern to assist with a project about Intercultural Competence, and its role and importance within international youth projects in Europe.

This will be a long term project, working together with researchers, youth workers and practitioners.

The project

The SALTO Intercultural Competence project aims at creating a pool of skills, tools and expertise to support trainers and youth leaders engaged in intercultural youth work across Europe.

An initial roundtable gathered in 2009 researchers and youth workers to reflect on the challenges of Intercultural Competence for youth work. A long term project was then initiated by SALTO and implemented by a working group of trainers, researchers and youth workers. After a year of background research and definition, a pilot research in the field will be implemented in 2011.

More information about the project: <http://www.salto-youth.net/rc/cultural-diversity/topics/intercultural-competence/activities/>

The internship

Your tasks

We encourage our interns to work independently and come up with their own ideas. Nevertheless, to give you an idea, some of the possible tasks during this project might be:

- Work in collaboration with SALTO staff, trainers and researchers on the pilot research for the Intercultural Competence project:
 - Link and network with various stakeholders (organisations, universities, youth workers, young people) connected to the topic of Intercultural Competence.
 - Centralise the information from the different people to monitor the project progress
 - Collate existing resources, documents and contacts to support the pilot research
 - Carry interviews and participate in connected events in order to feed the pilot research
 - Support the work to analyse the data
 - Compile existing activity methods from the SALTO toolbox database
- Be responsible for the communication around the project, including the creation of web pages (specific training will be offered to work on the website)
- Support other SALTO projects and general running as needed (including some administrative tasks)

Support Tool for the working and learning process:

In today's job market, work experience is viewed by employers as a valuable addition to your CV.

During 2008 SALTO developed, with a large contribution from interns themselves, a system for self-assessed progress to measure the development of the intern as an individual.

This support-tool is based on the "European Framework for Work Experience" and has been created to support any student, recent graduate or young professional who undertakes a work experience placement within Europe, either in their own country or abroad. It should help you get the most out of your experience by providing additional resources that facilitate your individual process of reflecting and evidencing the competences that you gain.

The selected intern will be supported, from the first day that they arrive at SALTO, to take themselves through a self-reflection process, and concentrate on areas they would like to improve. Tasks will be designed especially to challenge the individual, two-way feedback will be given and a supportive environment will be encouraged for the internship to be an educational experience useful and necessary for the individual.

To capture your experiences and progress in a variety of work-related competences which students, graduates and young professionals should be able to demonstrate to employers, the 'Catalogue of Competencies' covers 13 different competencies:

- Written and verbal Communication and Presentation Skills in native and foreign language
- Time management
- Problem Solving, Creative Thinking and Entrepreneurship
- Managing Change & Flexibility
- Self-development
- Influencing and Negotiating
- Networking
- Team Working
- Leadership Potential
- Customer Awareness
- ICT Skills (information and communications technology)
- Numeracy
- Intercultural Competence

The intern will be encouraged to choose three of these areas to concentrate on over their time at SALTO, to use the time as a personal development experience.

Practicalities and Application

This placement is only open to residents of European Programme countries: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Macedonia, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, United Kingdom.

This 6 month internship will give the opportunity to work on an international level, directly under contract to the European Commission.

There will be an opportunity to gain experience within the British Council, as a worldwide cultural organisation, and to understand from the inside how the SALTO Resource Centres and their associated agencies link.

Training on computer systems and programmes will be provided where necessary. A briefing programme will be organised and the first weeks of the internship will be working in parallel with the SALTO staff. The project work will be supervised at appropriate intervals, but the intern is expected to work independently, use their initiative and manage their own workload.

What are the facts?

- The internship is supposed to start in February/ March 2011 (start date is negotiable) and will last 6 months
- The intern is expected to work 36hours over 5 days per week
- A monthly stipend of € 1000 will be provided which is expected to cover all local travel, board and lodging.
- The intern's return travel costs (agreed in advance with SALTO) will be paid.
- Insurance is the responsibility of the intern.
- Accommodation in London is the responsibility of the intern (advice on websites where/how to find a flat can be provided on request)
- Some weekend and evening work will be expected.
- There could also be travel (within Europe) involved in this internship.

Who can apply?

- Applicants have to be over 18
- Only those with the legal right to stay in the UK will be eligible. Visa costs will be considered.
- Experience in the international youth work field or a Non-Governmental Organisation (NGO) is required.
- Previous experience of managing/implementing international youth projects is required, with training experience being a bonus. Knowledge and experience working with intercultural competence, on both a theoretical and practical basis.
- Previous experience in the research field is a bonus.
- Fluent English, both spoken and written is required.

How can I apply?

1. Click here to download the [APPLICATION FORM](#) online
2. Fill it out and send it TOGETHER WITH YOUR CV to diversity@salto-youth.net (please refer in the subject to 'application for internship 2011')

Please note: The deadline for applications is the **2nd of December 2010**

The shortlisted applicants might be contacted for phone interviews during the selection process. The selection will be made before the end of 2010. All applicants will be informed via email.

If you have any further questions, please contact:

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All information will be treated confidentially

Good luck!