

Call for Trainers

The SALTO South East Europe Resource Centre is looking for trainers to join its Pool of Trainers.

Do you have experience as a trainer in European or intercultural youth work? Would you like to join a pool of trainers in the framework of the Erasmus+ programme in the field of youth, with a focus on cooperation with the Western Balkans and capacity- and competence-building in this region? Then this call might be of interest for you.

INTRODUCTION

The SALTO SEE Resource Centre has long-standing experience in working with pools of experts in specific areas of its work, most notably with Contact Points for the Erasmus+ programme, youth field, in the Programme's Partner countries in the Western Balkans, a pool of accreditors within the European Voluntary Service and a pool of trainers of the EVS volunteer training cycle in the Western Balkans¹.

In the framework of the Centre's quite diverse programme of support activities, which change annually and are usually co-organised with National Agencies for Erasmus+, youth field, and/or other SALTO Resource Centres as well as other partners, SALTO SEE has developed continuous working relationships with some trainers, but it has also been recruiting trainers for specific activities, depending on needed expertise, co-operation frameworks with partner institutions etc.

In order to create a work context that – we hope – will be more beneficial, coherent, effective and reliable for our Centre as well as for the trainers we work with, we aim to create a Pool of trainers working with SALTO SEE to implement its overall offer of support activities².

This pool of trainers will include all the trainers that have been working with us already in the framework of the EVS volunteer training cycle. In addition, we would like to open up the pool to new trainers having experience in specific training fields that are relevant for the kinds of trainings we offer. We would further like to offer the opportunity of joining this trainers' pool to trainers who already have training experience and would like to increase their experience of training at Western Balkan regional and at European level in the context of the Erasmus+ Programme.

The **overall objectives** of the SALTO SEE trainers' pool have accordingly been defined as follows:

¹ Partner countries of the Erasmus+ programme in the Western Balkans include: Albania, Bosnia and Herzegovina, Kosovo*, Montenegro and Serbia. Serbia is currently undergoing Preparatory Measures for full participation in the Programme. (* This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.)

² Support activities (co-)organised by SALTO SEE are usually residential and multinational activities carried out in a non-formal educational setting and approach. More information about SALTO SEE support activities: <https://www.salto-youth.net/rc/see/activities/>

- Sustain a stronger pool of trainers in the framework of support activities (co-)organised by SALTO SEE
- Build a pool of expertise and a forum for exchange about issues related to training in European youth work of relevance for the Western Balkans
- Foster development of competences among new/younger trainers, especially those coming from Erasmus+ Partner countries in the Western Balkans

WHAT DOES THE POOL OFFER?

- Priority in receiving information about calls and priority recruitment as trainers for activities co-organised by SALTO SEE
- Forum for exchange of information, expertise and reflections about developments of relevance for training in European youth work and in the Western Balkan region. Tools:
 - Annual or bi-annual meetings (depending on available budget and needs/interest expressed by trainers)
 - E-forum for exchange (if needed/wished by trainers)
 - Exchange with other expert pools working with SALTO SEE (EVS accreditors, Contact Points)
 - Selection for participation in relevant meetings or seminars organised within European youth work training and Erasmus+ in the youth field
- Opportunities for further professional development (of trainer competences)
 - Peer-learning through exchange of competences, skills or information with other trainers inside and outside the pool
 - Selection for participation in relevant training courses (supported by SALTO SEE) in the European youth work field
 - Other possibilities for capacity building, such as assistant trainer role, job shadowing etc.

CONTRACTUAL AND FINANCIAL ARRANGEMENTS FOR SELECTED TRAINERS

Selected trainers will receive an overall framework agreement with SALTO SEE for the period 2017 – 2018, which can be prolonged until end 2020.

SALTO SEE is recruiting trainers for its pool with the aim to work with them in the context of specific support activities. Contracts for engagement for specific activities will be made separately upon recruitment and selection for a particular activity. Besides engagement as trainers, we foresee offering some places for job shadowing and assistant trainers, depending on interest and prior experience of the trainers that will be selected for our trainers' pool.

Please note that we are unable to guarantee, for how many activities per year trainers can and will be selected; it might happen that they are not contracted at all.

As a general rule:

- Trainers receive a fee of 230 – 280 Euros according to the following calculation: number of training days + number of days of the preparation meeting + 1 day (for reporting and preparation)
- For an assistant trainer role, real costs are covered and a fee of 100 – 120 Euros per day is paid according to the same calculation as for trainers
- During a job-shadowing, real costs (accommodation, food and travel) are covered, but no fees are paid
- Specific negotiated additional tasks are paid extra.

More information about the work programme of SALTO SEE, recruitment and selection of trainers for specific activities will be provided upon selection to join the trainers' pool and during the next SALTO SEE trainers' pool meeting on 5 – 8 June 2017.

WHO CAN APPLY?

We are looking for up to approximately 10 trainers coming from Programme countries or Partner countries of the Western Balkans.

This call is open for residents of all Programme countries of the Erasmus+ programme and Partner countries of the Western Balkans. Since SALTO SEE aims to build capacities in the youth work field in the Western Balkan region as a part of its overall mission, trainers with relevant experience and motivation living in Albania, Bosnia and Herzegovina, Kosovo and Montenegro will be given priority.

PROFILE OF TRAINERS

- Very good English language skills: Ability to run training sessions and draft written materials (hand-outs, session outlines, reports) in English
- Substantial experience of working as a trainer in non-formal learning environments in youth work.
 - For trainers coming from the Western Balkans: Experience of working as a trainer in different training courses, workshops, seminars etc having an intercultural or international dimension (bringing together young people or youth workers from different countries)
 - For trainers coming from Programme Countries: Experience of working as a trainer in European youth work, including some experience in training activities involving participants coming from the Western Balkan region. Applicants should have a clear professional and motivational background for engagement in a trainers' pool that focuses on cooperation in and with the Western Balkan region.
- Knowledge of the youth work realities in Europe and/or the Western Balkans (characteristics and challenges)
- Preferably: Experience with training in the context of the Erasmus+ programme. Alternatively, experience in working with other (international) programmes for youth can be an asset.

- Experience and competence in working as a trainer on SOME of the topics listed below:

Change management	Financial management	Personal development & Empowerment
Citizenship education	Gender awareness & mainstreaming	Project management
Coaching & Mentoring	Global education	Recognition of non-formal learning
Communication skills	Group dynamics & Motivation	Social inclusion & Exclusion
Conflict management & Mediation	Human rights	Social media & Media literacy
Creativity & Art	Intercultural learning	Volunteering & volunteer programmes
Dissemination and exploitation of project results (DEOR)	International/European youth work	Youth Exchanges
Diversity & Anti-racism	Lobbying & Advocacy	Youth information
Entrepreneurship (Social)	New information technologies	Youth participation & engagement
Europe & European citizenship	Non-formal learning	Youth policy
European Voluntary Service	Organizational management	Youth Worker Training
Equal opportunities	Peace education	
Evaluation & Assessment		

APPLICATION PROCEDURE

All candidates must apply by filling in the application form online at <http://onlineform.salto-youth.net/1506> at the latest by **2nd March 2017**. Assessing the application form requires registration in MySALTO, which is fast and free of charge.

IMPORTANT DATES TO KEEP IN MIND

- Applicants will be informed by 13th March, if they have been selected.
- Selected trainers are expected to participate in the **first meeting of the SALTO SEE trainers pool**, which will be held from 5 – 8 June 2017 (two full working days on 6 – 7 June, arrival on 5th, departure on 8th (exceptionally on 7th after 19:00) in Laško, Slovenia (venue to be confirmed).

ANY FURTHER QUESTIONS?

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