**Erasmus+ Youth: Strategic competence training**

**18-21 January 2016, Hitchin Priory, UK**

**Call for proposals: facilitator / trainer**

**Deadline for receipt of proposals: 5 October 2015**

1. **Aim**

To support Heads of National Agency (NA) in developing their strategic competence.

1. **Objectives**

Heads of NA (and equivalent staff) face huge challenges in meeting the expectations for impact under Erasmus+.

These are expectations for impact at a strategic level – involving changes to structures and systems, and benefiting larger numbers of people than ever before. Such expectations are shared by National Authorities and by other national-level stakeholders, as well as by the EC.

Strategic competence training will prepare Heads of National Agency (and equivalent staff) to respond.

Objectives:-

* Shared understanding of context

*What are the expectations for strategic impact in Erasmus+ Youth?*

* External factors and actors

*What are the main influences on strategic impact in Erasmus+ Youth?*

* Progamme content and tools

*How should Heads of NA approach the management of Erasmus+ Youth in order to achieve strategic impact?*

* Skills and behaviours

*What are the leadership techniques and approaches needed by Heads of NA to achieve strategic impact in Erasmus+ Youth?*

* Focus on the individual

*What are the priority challenges for each participant – and how should they plan their own learning and development to tackle these?*

* Follow-up

*What actions are needed after the face-to-face training in order to continue the momentum of learning and development, and to evaluate its impact?*

**3. Proposals**

Proposals are now invited from experienced trainers/facilitators. Main responsibilities:-

* Design an appropriate learning and development programme, covering 2.5 days
* Work with the organisers to prepare for delivery of the programme in January 2016
* Lead delivery of the programme, for 20-25 participants, in January 2016
* Design and implement appropriate monitoring and evaluation for the programme, including in the follow-up period, October-December 2015.

It is estimated that 7 working days will be required from the facilitator/trainer, in order to design and deliver the programme as outlined above. Fees will be payable at the current SALTO daily rate (€290). Costs of any necessary travel and subsistence will also be covered.

Proposals, to include the candidate’s CV and an outline of the training (overview, suggested content and approach to delivery; 2 x A4 max.), should be sent to Mark Morgan at the UK National Agency (mark.morgan@britishcouncil.org). The deadline for receipt of proposals is **Monday 5 October 2015**. Results will be confirmed by **Monday 12 October**.

*Note*: the context for this event means that candidates will need to demonstrate competence in the design, delivery and evaluation of training in leadership and management, as well as in youth work and non-formal learning.

**4. Background**

Erasmus+ has been created to bring about large-scale, systemic change. Its ambitions have been set in the context of EU2020, Europe’s strategy for inclusive and sustainable prosperity. Erasmus+ NAs must plan for impact at the level of structures and systems – bringing benefit to wider populations, beyond the numbers of people who are directly involved in Erasmus+ projects.

For most NAs, the early period of Erasmus+ was dominated by familiarisation with programme content and the creation of structures to support compliant implementation. The priority now is for NAs to fulfil their strategic role, linking policy and practice at the national and European/international levels. The planned training will increase the impact of Youth Chapter implementation by supporting Heads of NA (and equivalent staff) in developing their strategic competence.

**5. Participants**

The training is aimed at the Erasmus+ NA staff with lead responsibility for implementing the Erasmus+ Youth Chapter. In NAs solely responsible for Erasmus+ Youth, this will normally mean Head of NA. In NAs implementing the Erasmus+ programme in more than one sector, this will normally mean Youth Co-ordinator or Youth Programme Lead. Between 20 and 25 participants are expected at the event.

**6. Content**

The training will have a practical focus. It will take place over 2.5 days. Participants will be expected to identify in advance challenges and learning needs, to pursue these during the event and to set

clear targets for follow-up.

The facilitator/trainer will guide participants, drawing on insights from management and leadership training – and will encourage individuals to share experience, advice and other support.

Representatives from other relevant organisations (such as, international NGOs) will also be invited to contribute different perspectives on leadership and management.

The programme will take account of the different levels of experience among Heads of NA. It will encourage individual participants to review their approaches to common issues in leadership and management, including:-

* Leading change
* Building high-performing teams
* Dealing with conflict
* Managing stakeholders
* Horizon-scanning.

The overall approach will be to explore the knowledge, skill and behaviours that are most relevant to Heads of NA (and equivalent staff) in achieving strategic impact from Erasmus+ Youth Chapter implementation.

1. **Organisation**

The event is organised by the Erasmus+ UK NA, on behalf of the network of Youth NAs.

Training rooms and accommodation (3 nights) have been booked at Hitchin Priory (<http://chartridgevenues.com/hitchin-priory/>), approx. 30 minutes to the north of London.

The total budget (including costs of the facilitator/trainer) will be apportioned to each participating NA.

Appointment of the facilitator/trainer and development of the programme will be overseen by a small working-group of NA representatives (4-5 NAs in total, including the UK NA).

For further information, please contact: Simon Chambers, UK National Agency (simon.chambers@britishcouncil.org).

UK National Agency

September 2015