

## PERSONAL INFORMATION

## Sérgio Xavier



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Sex Male | Date of birth 26 Oct 1980 | Nationality Portuguese

## WORK EXPERIENCE

30 Oct 2013–26 Oct 2017

**Policy Advisor for the Social Rights Deputy Mayor**

Lisbon City Council, Lisbon (Portugal)

- Policy consultant for Youth, Human Rights & Democracy Education, Participation & Citizenship
- Policy & programme design and coordination (e.g. "SOMOS" - Lisbon Programme for Education for Democratic Citizenship and Human Rights Education; Lisbon Youth Forum 2013-15)
- Institutional representative duties
- Events & Projects Coordination (e.g. Lisbon - European Volunteering Capital 2015; Lisbon Citizenship Forum 2013-17)

Sep 2015–Oct 2017

**Designer and Coordinator of SOMOS - Lisbon Programme for Education for Democratic Citizenship and Human Rights Education**

Lisbon City Council, Lisbon (Portugal)

- Design the Lisbon EDC/HRE policy from scratch, according to the Deputy Mayor objectives;
- Produce and review all the documentation related with the Programme;
- Coordinate the 3 different core teams responsible to implement the Programme, internal to Lisbon City Council;
- Institutional articulation with public and non-governmental partners;
- Coordinate the transversal campaign of the Programme "SOMOS os Direitos que Temos", involving the direct contact with "Human Library" subjects;
- Conception and general coordination of "SOMOS Schools" intensive training events.

27 Apr 2015–30 Apr 2015

**Facilitator on the 2nd European Youth Work Convention**

EU-CoE Youth Partnership, Brussels (Belgium)

Co-facilitator on the convention aiming to give a new impetus to the political and institutional debate around youth work in Europe.

21 Sep 2014–28 Sep 2014

**Trainer & Pedagogical Coordinator of the "5th Training Course for Youth Leaders of the African Diaspora Living in Europe" in the Framework of the University on Youth & Development**

Council of Europe - North-south Centre, Mollina (Spain)

- coordination of Euro-Africa trainers team of 4 members;
- planning, implementing and evaluating training sessions for a group of 24 youth leaders from the African diaspora in Europe, during a 6 days residential training course about project management cycle.

2 Jun 2014–9 Jun 2014

**Trainer & Pedagogical Coordinator of the training course "Structured Participation in Democratic Processes" in the Framework of the II Mediterranean University on Youth & Development**

Council of Europe - North-south Centre, Hammamet (Tunisia)

- coordination of EuroMed trainers team of 4 members;
- planning, implementing and evaluating training sessions for a group of 24 youth leaders from the EuroMed region, during a 6 days residential training course about youth participation and Democracy;
- Articulation between institutional partners.

13 Sep 2013–30 Jul 2014 **Trainer on ToTHRE - Training of Trainers for Human Rights Education**

Council of Europe, Budapest - European Youth Center (Hungary)

Co-trainer on a long-term pan-European residential training course (30 participants, 8 residential training days, 10 months online mentoring), funded by the Council of Europe.

23 Nov 2013–29 Nov 2013 **Trainer in the World Forum for Democracy**

Council of Europe & European Youth Foundation, Strasbourg (France)

- To train and advise and the youth delegation driving the presence of young people to the World Forum for Democracy, notably for the implementation of the workshops and actions decided;
- To assist the coordinator of the activity.

8 Oct 2013 **Trainer and Educational Coordinator on the European Training Course "Advocacy for Social Transformation"**

Dínamo, Amarante (Portugal)

Trainer and educational team coordinator on an European residential training course (6 training days), funded by European Commission (Youth in Action Programme).

2008–31 Jul 2013 **Executive Board President**

Dínamo

Decision-making. Representation of the organisation, public relations, production of documents, designing strategies and yearly plan of activities. Executing yearly organisational budgets and financial reporting.

Dec 2011–31 Jul 2013 **General Executive Coordinator**

Dínamo

Praceta Francisco Ramos da Costa nº 13 A, 2725-579 Tapada das Mercês Sintra (Portugal)

- Coordination of the administrative team in it's planning and everyday tasks (e.g. elaborating and implementing projects, providing support to young people, managing and publishing information, managing the organisation financial budget, fundraising and external representations);
- Coordinating the organisation' projects.

**Business or sector** Youth non-governmental organization

Jan 2011–Jun 2013 **General Coordinator of the long-term Strategy "Sintra is also Yours!"**

Dínamo

General coordination of the implementation of the strategy, including team management, activities monitoring, public relations, local and international cooperation, fundraising, evaluation.

Apr 2012–Jun 2013 **Pool of Trainers Coordinator at Dínamo**

Dínamo

Arrange the pool of trainers meetings, management of a community of practices and the general development of the pool, launch calls for trainers, providing support to trainers.

- 12 Mar 2013–Present **Trainer's Pool Member at the Council of Europe's Youth Department**  
Youth Department of the Council of Europe  
Implementation of Trainings and Seminars at European level, in the field of Youth.
- 22 Feb 2013–28 Feb 2013 **Co-trainer in the Training of Trainers in Human Rights Education in the III School for Youth Development**  
Portuguese National Youth Council, V. Real de Sto. António (Portugal)  
Design, implement and evaluate residential training sessions for a group of 10 participants in a team of 2 trainers in the framework of the ToT. Design, implement and evaluate residential training sessions for a group of 32 participants in a team of 6 trainers in the framework of the III School for Youth Development.
- 8 Dec 2012–16 Dec 2012 **Co-trainer on the Euro-Arab Training of Trainers for Democratic Youth Participation in the framework of the pilot edition of the Mediterranean University on Youth & Development**  
Council of Europe, Hammamet (Tunisia)  
Design, implement and evaluate residential training sessions for a Euro-Arab group of 30 participants in a team of 5 trainers.
- 2 May 2013–10 May 2013 **Co-Trainer in the "1st European Passion Academy"**  
Culture Goes Europe, Sajan (Serbia)  
Design, implement and evaluate residential training sessions for a group of 36 participants in a team of 3 trainers.
- 27 Apr 2013–28 Apr 2013 **Co-Facilitator in "Non-Formal Education National Symposium"**  
Portuguese National Youth Council, Coimbra (Portugal)  
Cof-acilitator on the symposium aiming to assess Portuguese young people recommendations regarding non-formal education recognitium and practice in the country.
- Jun 2012–Oct 2012 **Facilitator on "Portugal for Participation - Young People and Democracy: Active Citizenship and Social Inclusion" (Structured Dialogue Consultation)**  
Portuguese National Youth Council  
Rua dos Douradores nº106-118 4º piso, 1000-207 Lisboa Lisboa (Portugal)  
Facilitator on the seminars aiming to assess Portuguese young people needs regarding the ongoing Structured Dialogue process at European level.  
**Business or sector** Youth Organisation
- 10 May 2013–13 May 2013 **Educational coordinator and co-facilitator on the "SCCOOL - Learning Partnership on Sustainable Cooperation at Local Level - 3rd Mobility: Democracy and Inclusion"**  
Dínamo, Florence (Italy)  
Facilitator and educational team coordinator on and European 3 days seminar about Democracy and Inclusion, financed by European Commission.
- 2010–1 Feb 2014 **Trainer's Pool Member at the Youth in Action National Agency**  
Portuguese Youth in Action Programme National Agency (European Commission)  
Rua de Santa Margarida, nº 6, 4710-306 Braga Braga (Portugal)

Implementation of Trainings and Seminars at national and European level, in the field of Youth.

**Business or sector** European Institution

- 2010–2014 **Trainer's Pool Member at the National Youth Council**  
Portuguese National Youth Council  
Implement trainings and seminars on Human Rights and Youth Participation, often following structural dialogue principles, articulating young people, youth workers/experts and policy makers.
- 2010–31 Dec 2012 **Community Facilitator on the organisation of the event "Tapada Revel - Cultural Encounter"**  
Dínamo  
Facilitator of community meetings for the preparation, implementation and evaluation of the annual community event.
- Oct 2012–Oct 2012 **Trainer and Educational Coordinator on the European Training Course "Planning and Managing Social Transformation"**  
Dínamo  
Trainer and educational team coordinator on an European residential training course (8 training days), funded by European Commission (Youth in Action Programme).
- Sep 2012–Sep 2012 **Trainer and Educational coordinator on the Euro-Arab training course "ATYPIC - Advanced Training on Local Youth Participation in High Diversity Contexts"**  
Dínamo  
Trainer and educational team coordinator on an European residential training course (8 training days), funded by Council of Europe (European Youth Foundation).
- Jun 2011–Jun 2012 **Project Coordinator, Coach and Trainer in the long-term project "Regional Networks for (meaningful) Youth Participation"**  
Dínamo  
Praceta Francisco Ramos da Costa nº 13 A, 2725-579 Tapada das Mercês Sintra (Portugal)  
Coordinated and managed a Youth Democracy Project co-financed by European Commission under "Youth in Action" Programme (action 1.3). Coach of a local group of 8 young people. Facilitator in 2 local forums and in international meetings.  
**Business or sector** Youth non-governmental organization
- Sep 2010–Feb 2012 **Coach on the Youth Exchange "TOxChange - a Theater of the Oppressed and Social Inclusion Project"**  
Dínamo  
Coaching of a group of young people that designed, implemented and managed a +20.000€ project with the support of European Commission (Youth in Action Programme).
- Apr 2011–Dec 2011 **Trainer and Educational coordinator on the Regional training course "Training of Trainers for Youth Participation"**  
Dínamo  
Trainer and educational team coordinator on an Regional training course with blended learning (residential, punctual sessions and e-learning).

- Oct 2011–Oct 2011 **Facilitator on the "XII National Youth Meeting"**  
 Portuguese National Youth Council  
 Facilitator on the largest national Youth event in Portugal. Work groups facilitation.
- Sep 2011–Sep 2011 **Facilitator of the National Seminar "Training & Cooperation Plan National Meeting"**  
 Portuguese Youth in Action Programme National Agency (European Commission)  
 Planning, facilitation and evaluation of the meeting.
- Sep 2011–Sep 2011 **Trainer and Educational coordinator on the pan-European training course "Training of Trainers dealing with Multicultural Youth Work in the field of Youth Participation at Local/Regional Level"**  
 Dínamo  
 Trainer and educational team coordinator on an European residential training course (8 training days), funded by Council of Europe (European Youth Foundation).
- Oct 2010–Oct 2010 **Facilitator on the pan-European Study Session "Next Step - Development of Youth Work in a Multicultural Environment"**  
 Council of Europe  
 Facilitator on the pan-European residential Study Session (8 training days) in Strasbourg European Youth Center, funded by Council of Europe.
- Jan 2010–Aug 2010 **Project Manager and Facilitator on the Youth Exchange "OUT - Outdoor Urban Theater" (Poland)**  
 Dínamo  
 Planning and project design. Preparation and facilitation of the educational sessions.

EDUCATION AND TRAINING

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- 2016–Present **PhD student on "Democracy in the XXI century"** EQF level 8  
 Centre for Social Studies - Coimbra University, Coimbra (Portugal)  
 Diversity and Citizenship; Compared Democracies; Participation; Networks and Social Movements and Global Governance.  
 Thesis topic: Democracy and Education.
- 1 Apr 2013–30 Jul 2013 **Democracy & Development (MOOC)**  
 Stanford University, Stanford (United States)  
 This course is intended as a broad, introductory survey of the political, social, cultural, economic, institutional, and international factors that foster or obstruct the development, and consolidation, of democracy. Topics will be examined in historical and comparative perspective, and reference a variety of different national experiences.
- Sep 2011–Jun 2012 **Trainer for Human Rights Education**  
 Council of Europe  
 European Youth Center, Zivatar utca 1-3., 1024 Budapest Budapest (Hungary)  
 · Knowledge on different instruments for the protection and promotion of human rights and skills in using them in the practice of HRE;  
 · Understanding of current situation and challenges to human rights, with a special focus on the

national and local levels;

- Knowledge of educational approaches in HRE and the ability to apply them;
- The ability to mainstream human rights education in youth work and youth policies.

**2010–2011 Euro-Arab Training Course for Cooperation youth projects through non formal learning**

Council of Europe and League of Arab States  
Avenue de l'Europe, 67075 Strasbourg Cedex Strasbourg (France)

- Euro-Arab cooperation, non formal education, youth participation, intercultural dialogue.

**2010–2011 Recognition of non formal learning in youth work**

SALTO-Youth Resource Centers (European Commission)  
Rue van Maerlant 18,, 1040 Brussels Brussels (Belgium)

- Recognition of non formal learning in youth work;
- Advocacy.

**2011–2011 Theatre of the Oppressed & Forum Theatre**

Dínamo  
Praceta Francisco Ramos da Costa nº 13 A, 2725-579 Tapada das Mercês Sintra (Portugal)

- competences of facilitation of Forum Theatre processes and performances.

**2010–2010 Training Course for Facilitators involved in non formal education with young people in the field of social inclusion**

Council of Europe  
European Youth Center, 30 Rue Pierre de Coubertin, 67000 Strasbourg Strasbourg (France)

- Facilitation skills;
- Social Inclusion strategies, namely in the field of youth work.

**2010–2010 The Inbox Methodology: a toolbox for dealing with Diversity and Conflict**

Critical Mass Foundation  
Bemuurde Weerd OZ 3, 3514 AN Utrecht Utrecht (Netherlands)

- Skills on dealing with diversity;
- Conflict transformation strategies and skills.

**2009–2009 Structured Dialogue**

Portuguese National Agency for Youth in Action Programme (European Commission)  
Rua de Santa Margarida, nº 6, 4710-306 Braga Braga (Portugal)

- knowledge about structured dialogue principles and processes;
- skills on implementing successful structured dialogue processes.

**2008–2008 Autodesk 3D Studio Max Architect (Level 2)**

The.Edge  
Av. D. Carlos I 55 - R/C, N, 1200-647 Lisboa Lisboa (Portugal)

- Modelling and rendering skills with 3D Studio MAX.

**2006–2007 Multimedia Designer**

Portuguese Catholic University  
Palma de Cima, 1649-023 Lisboa Lisboa (Lisboa)

- Web design and Multimedia skills.

1999–2006 **Architect**

EQF level 6

Technical Superior Institute  
Av. Rovisco Pais, 1049-001 Lisboa Lisboa (Portugal)

- ability to design urban and architecture projects.

PERSONAL SKILLS

Mother tongue(s) Portuguese

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Spanish	B2	B1	B1	B1	A2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user  
Common European Framework of Reference for Languages

Communication skills

- Strong ability to adapt to multicultural environments and to promote intercultural learning, gained through my participation and work in several multicultural activities either abroad and at local or community level;
- Strong team spirit, acquired through working in the Lisbon City Council, which is composed by 8000 workers, interdependent in their tasks. My team-oriented spirit was also acquired through working daily with a team of 6 people in Dínamo and through a number of residential processes working as an educator in diverse educational teams.
- Considerable mediation and conflict transformation skills acquired through my experience in youth work, namely with youth exchanges and later in the Lisbon City Council, having both an extreme diversity and political-partisan dimensions;
- Excellent communication skills acquired through demanding coordination and negotiation duties and a large number of non-formal education experiences in residential contexts, either as a participant and as a trainer or facilitator.

Organisational / managerial skills

- Extensive leadership abilities, acquired through my experience coordinating SOMOS - Lisbon Programme for Education for Democratic Citizenship and Human Rights Education, coordinating Lisbon - European Capital of Volunteering 2015, as President of a Youth Organisation (Dínamo) for 6 years, through coordinating more than 10 projects, through the coordination of a pool of 20 trainers and through my current responsibility as coordinator of a team of 6 people;
- Wide experience in organisation of events, at different levels and themes, such as an European Capital programme on Volunteering; complex learning processes, such as "SOMOS Schools" where multiple training courses and other activities are implemented in parallel, in collaboration with a large partner pool; university architecture weeks (400 pax), community events (4000 pax), international exchanges trainings (up to 35 international pax);
- Extensive experience in project and team management, in institutional and non-governmental environments, through local and international experiences in the field of human rights, participation, youth and youth work

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving

Proficient user	Proficient user	Independent user	Proficient user	Proficient user
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**Digital skills - Self-assessment grid**

Multimedia Designer - Independent User 3D Studio MAX Architect - Independent User
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- Excellent command of Microsoft Office™ tools (Word™, Excel™ and PowerPoint™);
- Extensive command of graphic design applications (Adobe Illustrator™, PhotoShop™);
- Good command of web design applications (Adobe Flash™, Dreamweaver™);
- Excellent command of Computer Assisted Design tools (Autocad™, 3DStudio™, SketchUp™);
- Good command of Content Management Systems (Joomla!™);
- Excellent command of blog platforms (Blogger™, Wordpress™, PixelPost™)
- Wide experience in working with social networks (Facebook™, Twitter™, Instagram™)

**Other skills**

- Solid advising competences, acquired as policy advisor to the Lisbon Deputy Mayor for Social Rights, during 4 years;
- Great familiarity in working in (and with) public and intergovernmental institutions, acquired either through full-time contracts or freelance specific services, in a timespan of 7 years;
- Excellent democratic citizenship skills, acquired through 10 years of local activism and 6 years working in the field of participation, namely with young people, at local and international level;
- Excellent graphic design skills, acquired with the regular need in the past of creating attractive graphical information targeting civil society;
- Good digital rendering skills, acquired through 5 years of experience working in several architecture offices as a freelancer;
- Extensive experience in writing, through policy and institutional work, research works, a novel, 3 years blogging, an international practical guide for youth workers, and producing press releases and advocacy documents in a non-governmental organisation;
- Good skills on playing classical guitar, which I learned informally along 15 years;
- Good skills on artistic photography, acquired informally as a hobby;
- A taste for music listening, continuously acquired since my childhood.

**Driving licence**

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**ADDITIONAL INFORMATION**

**Presentations**

- Talk on "Youth Work Challenges" at the 26th Training Course for Youth Workers, IAC - Institute for Support of the Children, Loures, 2017
- Talk on "Changing from Within - SOMOS or a Youth Worker experience inside a City Council" at "Speak UP, Step UP! European youth work empowering young people's democratic values & active citizenship", German Erasmus+ National Agency, Berlin, Germany, 2017
- SOMOS presentation at the 8th Social Forum - Educational Territories, Inclusive Territories, Palmela City Council, Portugal, 2017
- Talk on "Human Rights and Democracy Education" at "Social Work and Social Inclusion Talks", Coimbra Superior School of Education, Portugal, 2016
- Talk on "Citizenship and Participation" at "Lisboaldade", Lisbon City Council, Portugal
- Talk on "Human Rights Education" at "No Place #20", No Place Collective, Lisbon, Portugal, 2016
- Talk on "Citizenship and Education" at "Education Forum", Cascais City Council, Portugal, 2016
- Talk on "The Lisbon Youth Council Experience" at the international conference "Youth Policy at Local and Regional Level: Developing our territories through youth participation in decision-making", ECOS, Portimão, Portugal, 2016
- Talk on "Youth Social Participation" at "Make it Possible", AIESEC Portugal, Lisbon, Portugal, 2016



- Presentation of the Mechanism for Recognition of Volunteers' Learning at I Intermunicipal Meeting for Volunteering, Lisbon City Council, Portugal, 2015
- Presentation of the Lisbon City Council experience on "Youth and Social Rights Education" at the launch event for "Dignityland" in Portuguese, Vila Franca de Xira City Council, Portugal, 2015

#### Conferences

- Invited Expert at the 1st International Forum on Youth Local Public Policies, Mexico City Municipality and Mexico Youth Institute, Mexico, 2016
- Invited Expert at the "Portuguese-German Town Hall Meeting", German Foreign Office, Lisbon, Portugal, 2016
- Invited Speaker at the National Conference for Human Rights Education, Calouste Gulbenkian Foundation and Dínamo, Lisbon, Portugal, 2016
- Invited Expert at the international conference "The Value of Volunteering", Calouste Gulbenkian Foundation, Lisbon, Portugal, 2015
- Invited Expert at the World Forum for Democracy 2015 - Freedom vs control: for a democratic response, Council of Europe, Strasbourg, France, 2015
- Invited Expert at "Human Rights and Democracy in Action - Looking Ahead: The impact of the Council of Europe Charter on Education for Democratic Citizenship and Human Rights Education", Council of Europe, Strasbourg, France, 2012

#### Publications

- "SOMOS - Lisbon Programme for Democratic Citizenship and Human Rights Education", Coyote, Partnership between European Union and the Council of Europe in the field of Youth, 2017
- Collaboration in the Portuguese translation of "Compass - Manual for Human Rights Education with Young People", Council of Europe, Dínamo, 2016
- "The Dimensions of Youth Participation - a local approach", Portuguese version of "Have Your Say! - Manual on the Revised European Charter on the Participation of Young People in Local and Regional Life", Council of Europe, Dínamo, 2015, pp.30-33
- "The problematics of the non-formal learning/education self-recognition in Portugal - a practical contribution", Interações, i.29, Lisbon Superior School of Education, pp. 171-184, 2014
- Coordinator of the "Charter of Recommendations from the Sintra Youth Participation Network", Dínamo, 2012
- "Local/regional networks for (meaningful) Youth Participation - A practical guide for Youth organisations and Youth Workers", Dínamo, 2012
- Collaboration in the Portuguese translation of the Council of Europe Charter on Education for Democratic Citizenship and Human Rights Education, 2012

#### Seminars

- Invited Expert on the Working Group for the Portuguese Adult Education Strategy. Ministry of Education & OECD, Coimbra, Portugal, 2017
- Invited Expert on the Working Group for the Lisbon Plan for Equality, Lisbon City Council, Portugal, 2017
- Invited Expert on the Working Group for the Recognition of Non-formal learning, Secretary of State for Youth and Sport, Lisbon, Portugal, 2017
- Invited Expert on the Working Group for the Recognition and Validation of Youth Workers' Competences, Secretary of State for Youth and Sport, Lisbon, Portugal, 2016
- Invited Expert at the "National Youth Meeting 2015", National Youth Council, Estoril, Portugal, 2015
- Invited Expert at the Round Table "Participation of the Older People in the City", OECD and Lisbon City Council, Lisbon, Portugal, 2014
- Invited Expert at the International Seminar "Validation of Non-formal Learning", Portuguese Youth Council, Lisbon, Portugal, 2014

#### Honours and awards

- Formal Vote of praise for 5 years as President of Dinamo's Executive Board (Dinamo's members, 2013)
- Formal Vote of praise for 4 years as policy advisor in the Lisbon City Council (Deputy Mayor for Social Rights, Mr. João Afonso, 2017)

**Memberships** Intentionally not a member of any political party.