



Sosthène DESHOULLIERES-DELBOS

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Home: Marseille (France)

WORK EXPERIENCE

Trainer and projects coordinator

HORS PISTES [20 Jan 2019 – Current]

City: Marseille | **Country:** France

Training activities

Design and facilitation of local training activities for youth/social workers, international training courses (Erasmus +), Youth Exchanges and seminars for ESC volunteers (on-arrival, mid-term, upon return). Training Courses for mentors and tutors. Specific topics : Identities, Culture, sensitivity towards diversity, prevention of discrimination, prevention of Gender-based violences, participation, non-violent communication and collective processes/group dynamics.

Coordination of international mobility projects

Erasmus + (KA1, KA2) / European Solidarity Corps (ESC 51) / Franco German Youth Office. Application and reports for grants / coordination of regional, national and international partnerships / pedagogical and personalised follow-up of participants, mentoring and tutoring / administrative and financial management.

Trainer

REPLAY NETWORK APS [1 Jun 2024 – Current]

Country: Italy - EU

Member of the panel of trainers (composed by 96 professionals from 34 different Countries). REPLAY is currently the training provider of the Agence du Service Civique (ASC), managing in France the National Agency for Erasmus+ Youth & Sport program and for European Solidarity Corps.

Trainer

COUNCIL OF EUROPE [1 Jun 2024 – Current]

Country: France – EU

Member of the pool of trainers for the Youth Department - Preparation, facilitation and evaluation of non-formal intercultural youth activities supporting young people's learning about and for human rights & democracy

Collective coordination

HORS PISTES [1 Jan 2024 – Current]

City: MARSEILLE | **Country:** France

Member of the collective coordination of the organisation, led by the 10 employees with the support of the board. Co-responsible for the overall budget and finances.

Volunteer

Action non-violente COP 21 [1 Sep 2019 – 1 Jan 2021]

Country: France

Citizen's movement for climate

Volunteer - Civic Service

HORS PISTES [1 Feb 2018 – 31 Dec 2018]

City: Marseille | **Country:** France

Promotion of International mobility projects, information and support towards to the participants of the projects. Animation and support for implementation of Youth Exchanges (Erasmus+). Linguistic and intercultural animation.

PUBLICATIONS

Gender equality within the framework of European volunteering projects.

Université de Rennes 2 et Université de Bretagne Occidentale (2022)

EDUCATION AND TRAINING

Training of Trainers for Erasmus + Youth and European Solidarity Corps

SALTO Resource and Training center [1 sept 2024 – 1 Jul 2025]

Country: Hungary, Germany, France

Educate, prevent and address gender-based violences

VSS formation [1 oct 2024 – 30 oct 2024]

Country: France

Non-Violent Communication

La Coop CNV [1 Feb 2024 – 1 Apr 2024]

City: Marseille | **Country:** France

Inter-university diploma on Gender Studies

Université de Rennes 2 et Université de Bretagne Occidentale [1 Oct 2021 – 1 Jul 2022]

City: Rennes | **Country:** France | **Thesis:** Research on equality between women and men within the framework of European volunteering projects.

Bachelor's in Social Anthropology and Ethnology

Université Toulouse 2 - Jean Jaurès [1 Oct 2017 – 1 Jul 2020]

City: Toulouse | **Country:** France

Grafic facilitation

Hors Pistes [1 Sep 2018 – 3 Sep 2018]

City: Marseille | **Country:** France

Journalism

CESTI - Université Cheikh Anta Diop [1 Sep 2016 – 31 Jul 2017]

City: Dakar | **Country:** Senegal

LANGUAGE SKILLS

Mother tongue(s): French

Other language(s):

English

LISTENING C2 **READING** C1 **WRITING** C1

SPOKEN PRODUCTION C1 **SPOKEN INTERACTION** C1

Spanish

LISTENING C1 **READING** C1 **WRITING** B2

SPOKEN PRODUCTION B2 **SPOKEN INTERACTION** B2

Russian

LISTENING A1 **READING** A1 **WRITING** A1

SPOKEN PRODUCTION A1 **SPOKEN INTERACTION** A1

EXPERIENCE AS A TRAINER

I'm designing and delivering training courses and educational activities, based on non-formal learning methods, in France and abroad. I have a specific expertise on Gender, stereotypes and discriminations, sensitivity towards diversity, youth participation, group dynamics and European projects for youth. I mostly work with young people from 16 to 30.

European Solidarity Corps

Training for Mentors (2026, Morocco) – 4 days international training course for mentors in ESC projects (SALTO Euromed, French NA)

Volu.M.Entry, Introduction to volunteering management (2026, France) – 6 days international training course for new ESC project managers (Erasmus +)

NowGen Volunteers NL 2026 (2026, The Netherlands) – 4 days international conference for ex-volunteers, organised within the framework of a strategic partnership (SNAC) between 15 National Agencies and 3 SALTOs (SALTO, Dutch NA)

Volu.M.E, Diversity and Inclusion - Echoes of volunteering (2025, France) – 7 days international training course for ESC projects coordinators aiming at enhancing inclusion and diversity in ESC projects (Erasmus +)

NextGen Volunteers: Shaping Europe's Future Together. Echoing volunteer's voices (2025, Belgium) – 4 days international conference for ex-volunteers, organised within the framework of a strategic partnership (SNAC) between 15 National Agencies and 3 SALTOs (SALTO, Belgium NA)

Mentors I (2024, Cyprus) – 6 days International training course for Mentors within the ESC program (Erasmus +)

Pre-departure training for ESC volunteers (2019 - 2026, France) – Training for ESC volunteers before departure. Specific aims : work on fears and expectations, setting-up learning objectives, non violent communication and active listening, stereotypes and discriminations. 10 sessions per year (one day).

On-arrival training for ESC volunteers (2019 - 2026, France) – training for new ESC volunteers upon arrival. Specific aims : discovering the program, setting-up learning objectives, discovering non-formal educational methods. 2 session per year (one week).

Mid-term training for ESC volunteers (2019 - 2026, France) – training for ESC volunteers with more than 6 months of experience. Specific aims : guidance through self assessment of learnings, conflict and crisis solving tools, discovering non-formal educational methods. 1 session per year (one week).

Training for Mentors (2019 - 2024, France) – training for ESC mentors and tutors. 2 sessions per year (one day).

Gender and gender-based violences

A bee's journey 2 (2026, France) - 8 days international training course focused on preventing and addressing GBV in mobility projects (Erasmus +)

Prevention of gender-based violences (2023 – 2026) – 1 and 2 days sessions for youth workers and international volunteers. Multiple sessions throughout the year.

DREAM - Develop gender-based Approaches in Mobility projects (2025, France) - 4 days international training course focused on preventing and addressing GBV in mobility projects, French National Agency (Erasmus +)

A bee's journey (2022, France) – 8 days international training course focused on developing educational tools on Gender-related topics for youth workers (Erasmus +)

Stereotypes and discriminations – Sensitivity towards diversity – Human Rights

Words Matter, Communicating meaningfully with youth (2025, France) – 8 days international training course focused on the competence area "communicating meaningfully" for youth workers (Erasmus +)

Identity, Cultures, sensitivity and diversity (2019 – 2026, France) – 2 days training for youth involved in French volunteering civic service. 20 sessions delivered since 2019.

Identity, Cultures and participation (2021 and 2022, France) – 2 days training course for students in social work.

New landscapes for Human Rights (2019, France) - International Youth Exchange on Human Rights (Erasmus +, Franco German Youth Office).

Non-violent communication

Words Matter (2019, 2021 and 2023) – International Youth Exchange on non-violent communication and intercultural dialogue (Erasmus + and Franco German Youth Office)

Youth Participation

Juvene Semena (2024, France) – Youth Exchange on participation and community building, with participants from 14 to 18 years old (Erasmus + and Franco-German Youth Office)

Enhance active participation (2022 -2024, France) – 2 days training course for youth workers and volunteers. 1 session per year.

Solidarity Projects and civic engagement (2021, France) – 2 days training course for ex-volunteers.

International learning activities for trainers and Youth Workers

ProToThype - Experiment for Trainers (2025, France) – 8 days international training course for experienced trainers focusing on the competence area “being civically engaged” (Erasmus +)

The good, the youth and the volunteer (2018 and 2019, Spain, Poland and France) – 3 transnational (1 week) meetings aimed at enhancing the quality of European volunteering projects (Erasmus + KA2).