

Notification

Training for the position of Deputy Chief Observer in European Union Election Observation Missions

Brussels, 6 June - 9 June 2023

Call for applications

Election Observation and Democracy Support (EODS III), a project funded by the European Commission, will organise a training for the position of Deputy Chief Observer (DCO) in European Union Election Observation Missions (EU EOMs) from **Tuesday 6 June until Friday 9 June 2023**. The training will take place at the **EODS office (first floor, rue de la Loi 82, Brussels)**. It aims at providing participants with knowledge and tools to work as DCO in EU EOMs.

Training information

A maximum of **8 participants from EU Member States** will be selected for the training.

The **EODS project covers travel and living expenses for training participants**.

Interested individuals fulfilling the required criteria in Section II of this notification should directly **apply online through the EU roster**: <https://webgate.ec.europa.eu/eom/roster>

For a successful application, please fill-in the online form and include a CV and a motivation letter. **Only online applications with the requested information and documents will be considered**.

Candidates may wish to inform their national Focal Points about their application for the training but still need to apply through the above link. The list of Focal Points can be found here

<https://www.eods.eu/focal-points>

The deadline for receiving applications is 07 May at 23:59 (Brussels time).

Candidates will be informed of their selection/non-selection by email.

Application Requirements

1) General requirements for all training participants

- a) Be a **national of an EU Member State**.
- b) **Be registered in the EU Roster of International Election Observers**. It is highly recommended to all applicants for EODS trainings to make sure that their CV in the roster is up to date before applying.
- c) **Fulfil the minimum requirements to become an EU election observer** as defined in the EU Guidelines on Common Criteria for the Selection of Electoral Observers. The Guidelines can be found here https://eeas.europa.eu/archives/docs/eueom/documents/elections-obs-selection-criteria_en.pdf

2) Specific requirements for candidates to the EODS training for Deputy Chief Observers in EU EOMs

- a) **University degree preferably in political science, law, international relations, or related field with a strong election-based component**.
- b) Language requirements:
 - Fluency in English** Excellent written and spoken proficiency (level C1¹).
 - Fluency in French/Spanish/Portuguese**: Excellent written and spoken proficiency (level C1) in one of the three languages is an asset.
- c) **Previous experience as Core Team Member** in EU EOMs

¹ Level C1 according to the Council of Europe languages levels available at <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>

Additional experience that would be an asset:

- a) Relevant professional experiences in **election observation missions**;
- b) Relevant professional experience in **managerial positions** of international or national projects;
- c) Relevant professional experience in **electoral technical assistance**;
- d) Relevant professional experience in **election mission formats other than EOMs (e.g. Election Assessment Teams, Election Expert Missions, Exploratory Missions, Follow-Up Missions, etc.)**;
- e) Relevant professional experience **with other International Organisations**;
- f) Relevant professional experience as a **researcher** with universities or other entities.

Criteria for selection

For the selection of the training participants, the Selection Committee will consider the extent to which applicants fulfil the requirements listed in section II (Application Requirements), namely: the **educational background** in the requested fields; **previous professional experience**; **language skills**; **performance in previous assignments**; and in addition **willingness and readiness to join EU Election Observation Missions (with a duration of 2-3 months) at short notice**.

The Selection Committee will endeavour to establish a balanced representation of gender and nationalities among participants.

If a selected training participant confirms attendance and then cancels participation for reasons other than force majeure, all costs incurred by EODS meanwhile will be invoiced to the participant.

Performance and Evaluation

Performance at the training will be **evaluated**. Participants will be graded at the end of the training per their skills and knowledge acquired as necessary for the participation in an EU EOM. EODS evaluates according to criteria which include:

- Understanding of the course content and modules,
- Comprehension of election processes and EU EOM role,
- Comprehension of the role of a Deputy Chief Observer in the context of EU EOMs
- Understanding of team dynamics,
- Leadership and management skills
- Analysis, report writing and editing skills,
- Communication skills, and
- Language skills.

The EODS evaluation of the participants mirrors the Guidelines for EU EOM Observers Evaluation. The Guidelines can be downloaded here: ec.europa.eu/dpo-register/download?metalId=1452837

Therefore, trainees' performance will be assessed according to three scores:

- **Recommended:** Very good performance. The participant demonstrates to fulfil all the criteria set above in a satisfactory manner and is ready to participate in EU EOMs in the position for which the training has been conducted.
- **Recommended with qualifications:** Good performance, but with some skills needing further strengthening to be mentioned. Considering the identified areas for enhancement, the participant is ready to participate in EU EOMs in the position for which the training has been conducted.
- **Not Recommended:** Unacceptable behaviour or misconduct during the training.

Evaluations will be posted on the trainee's Roster CV after the training, to assist the Focal Points and the European Commission in the selection process for EU Election Observation Missions. EODS will inform participants when their evaluations are posted.

Once the evaluation is posted on the Roster, training participants have five calendar days to officially appeal their evaluation by email to the EODS project director. Upon reception of the appeal, the EODS Team Leader has five working days to send her final decision to the observer, with a copy to the European Commission FPI.

The appellant can then appeal that decision within 10 calendar days to the European Commission FPI. Upon receipt of the observer's complaint, the FPI has 6 weeks to reply.

If the evaluated training participant refuses to accept the final decision of the FPI on his/her evaluation, the evaluation will be uploaded to the roster with a comment 'observer did not accept the evaluation'.