

NOTIFICATION

Training for the position of Election Analyst In European Union Election Observation Missions

Brussels, 27-30 June 2022

Call for applications

Election Observation and Democracy Support (EODS III), a project funded by the European Commission, is organising a training for the core team position of Election Analyst in European Union Election Observation Missions (EU EOMs). The training will take place from **Monday 27 until Thursday 30 June 2022** at the **EODS office in Brussels (Rue de la Loi 82)**. The training aims at providing participants with knowledge and tools to work as an Election Analyst in EU EOMs. Election Analysts are chiefly responsible for assessing the performance of the election administration, including the preparations and conduct of the election process.

Training information

The training is designed for a maximum of **12 participants from EU Member States**.

The **EODS project covers travel and per diem for training participants from EU Member States**.

Interested individuals fulfilling the required criteria in Section II of this notification should directly **apply online to EODS through this link: www.eods.eu/application**.

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.**

The deadline for receiving applications is 29 May at midday (Brussels time).

Shortly after the closing of the application period 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 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 http://www.eods.eu/template/default/files/EU_guidelines_on_criteria_forselection_observers.pdf.

2) Specific requirements for candidates to the EODS training for Election Analyst in EU EOMs.

- a) **University degree preferably in** political science, law, international relations, or related field with a **strong election-based component**.
- b) **Demonstrated familiarity with electoral administration issues**

- c) Language requirements:
- i. **English** Excellent written and spoken proficiency (level C).
 - ii. **French/Spanish/Portuguese:** Excellent written and spoken proficiency (level C) in one of the three additional EU EOM languages is an asset.

Additional experience that would be an asset:

- a) **Relevant professional experiences in European Union election observation missions**, preferably as **Long-Term Observer** or as **core team members (except for the position of election analyst)**.
- b) Previous **core team experience in International Election Observation Missions other than EU EOMs**.
- c) Experience in **electoral technical assistance supporting Electoral Management Bodies**.
- d) Experience in **election mission formats other than EOMs (e.g. Election Assessment Teams, Election Expert Missions, Exploratory Missions, Follow-Up Missions, etc.)**.

Other considerations:

- a) **Willingness and readiness to apply for EU Election Observation Missions** in the near future.
- b) **Availability to join EU Election Observation Missions** at short notice for 2-3 months' period.
- c) In addition to experience as relates to the selection criteria, the selection committee takes into consideration **nationality and gender balance** among candidates.
- d) Candidates must be **available to attend the whole course**.

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 the section of Application Requirements, namely: the **educational background** in the requested fields; **previous professional experiences**; **language** skills and **performance in previous assignments**; **willingness and readiness to join EU Election Observation Missions 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 **continuously evaluated**. Participants will be assessed 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 an election analyst in the context of an EU EOM,
- Understanding of team dynamics,
- 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?metaId=1452837.

Therefore, trainees' performance will be assessed along three scores:

- **Recommended:** 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:** Same as above, 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.

Once the evaluation is communicated, training participants have five calendar days to officially appeal by email to the EODS project director. Upon reception of the appeal, the EODS project director has five working days to send her/his 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 EC/FPI on his/her evaluation, the following comment will be added: 'observer did not accept the evaluation'.