



# ROMED2 – CALL FOR TRAINERS

## Target Countries:

**Belgium, Bosnia and Herzegovina, Bulgaria, Greece, Hungary, Italy, Romania, Portugal, Slovakia, “the former Yugoslav Republic of Macedonia” and Ukraine**

**DEADLINE FOR APPLICATIONS  
11 NOVEMBER 2013**

The ROMED2 Programme aims at supporting local partners (local administration and Roma communities – mediators and community action groups) in 40 locations. One of the leading intentions is to implement context-specific, strategic interventions that will enable both sides to engage each other in a partnership that leads to a balance of powers, shared resources, and lead to positive change in local decisions for public services. The second phase of the ROMED Programme will work simultaneously on both Roma citizens’ ability to participate and the authority’s ability to respond.

## About ROMED2

In the ROMED2 Programme, participation is not just another strategy or tactic for addressing public concerns of Roma. It is a means for building social capital, sustaining a democratic society and institutions and transforming the civic culture of Roma citizens.

The ROMED2 approach facilitates constructive dialogue, mutual learning, shared responsibility and meaningful action both by Roma and the local administrations involved.

Our basic belief is simple: if the public officials have the skills and successful framework to engage in constructive collaboration with empowered mediators and community action groups to identify successful approaches, address challenges and deepen practical understanding of effective collaborative practices, they can win real change, make measurable improvements in the lives of Roma and build trust in the government and democracy.

Therefore, ROMED2 interventions intend to support the development of strategic and collaborative capacity through training, facilitating the framework for collaboration and meaningful advocacy actions through grants, while targeting important policy and funding moments in the municipality life.

ROMED will adapt its actions and activities to each country and to each selected location from these countries, so as to fit in the policy cycle and to the dynamics and reality of each municipality, thus bringing an additional input to existing policies and practices for an effective functioning.

One of the leading guidelines in ROMED2 is that participation in local governance can only be effective if it is context-appropriate. Thus, preliminary mapping and research has been done in each selected municipality so as to facilitate the adaptation of the Programme and its support.

## Position Description

**We seek proactive, creative and well-competent trainers with a solid practical understanding and experience of working with Roma communities from the following countries: Belgium, Bosnia and Herzegovina, Bulgaria, Greece, Hungary, Italy, Romania, Portugal, Slovakia, “the former Yugoslav Republic of Macedonia” and Ukraine. It would be an advantage if trainers have already followed the ROMED Training of Trainers. Knowledge of the Romani language would also be an asset.**

## Job Mission

Under the authority of the Special Representative of the Secretary General of the Council of Europe for Roma Issues, the trainer will perform his/her tasks in accordance with priorities set up in the ROMED2 Programme and with a concern for quality, efficiency and accuracy.

## Key Activities

Selected trainers will participate in and perform the following activities:

- attend a Training of Trainers session from 15<sup>th</sup> to 18<sup>th</sup> December 2013 in Bucharest, Romania;
- deliver, as part of the national support team of ROMED2, national training workshops of two days' duration each, as well as punctual training sessions in the selected municipalities;

- prepare the training sessions and workshops in advance, based on the Curriculum of the ROMED2 Programme and the methodological instruments delivered for this purpose by the Council of Europe;
- participate in the implementation, monitoring and evaluation of the Programme as a member of the national support team of ROMED2 in the respective country;
- participate in the European Network of ROMED Trainers, by sharing knowledge and experiences on community development, local policies, Roma mediators and on challenges to the human and social rights facing Roma people in disadvantaged situation;
- contribute to raising the visibility of this Programme of the Council of Europe and European Union in the target countries.

## Required competencies

### Training skills:

- previous experience of training on Roma issues, preferably in the areas of inclusive good governance, community mobilization and development, local policies, democratic participation, education, health or employment;
- a minimum of three years of experience in the training of adults, preferably in intercultural and human rights issues;
- knowledge of training and working methods, particularly in the field of non-formal education;
- ability to adapt and develop training programmes will represent an advantage.

### Professional and technical competencies:

- in-depth knowledge of issues related to the field of training (democratic participation, good governance, local, policies, school, health, youth or employment), including legislation in the target country;
- good knowledge of the institutional framework in national and local administration, education, health or employment and of the relevant administrative and legal issues concerning the Roma communities and the work of mediators;
- experience of cooperation with Roma organisations and understanding of the Roma social, cultural and traditional environment;
- ability to draft analytical reports related to the training he/she is appointed for.

### Interpersonal skills:

- teamwork skills, ability to build and maintain relationships and networks, diplomacy.

### Communication and linguistic skills:

- very good knowledge (oral and written) of English;
- very good knowledge of the official language of the country of application;
- knowledge of other European languages, in particular any of the languages spoken in the countries selected for the training programme, and of the Romani language would be advantageous;

### Personal attitudes:

- initiative and responsibility, result orientation and sense of continuous improvement, concern for quality and efficiency, adaptability, self-management and development.

**Personal values:** integrity, loyalty, discretion, respect for human rights and diversity.

## Application and selection procedures

Applications should be made **in English** and include:

- a motivation letter, of one page maximum, specifying the targeted country(ies) and including contact details (email and mobile phone);
- an up-to-date Curriculum Vitae including the contact details of two referees.

**Please send your completed application to [romed@coe.int](mailto:romed@coe.int), specifying in the Subject Field "SURNAME/FAMILY NAME, Country, Trainer application", by 11 November 2013 (midnight Central European Time) at the latest.**

Candidates successful in the preliminary selection may be contacted and interviewed by phone.

The Council of Europe welcomes applications from all suitably qualified candidates, irrespective of gender, disability, marital or parental status, racial, ethnic or social origin, colour, religion, belief or sexual orientation. Nevertheless preference will be given to qualified applicants of Roma origin.

Successful candidates will be informed by email on 18 November 2013.

The Council of Europe will cover the costs related to the participation to the Training of Trainers, local travel, accommodation and subsistence during the workshops and local training sessions. A training fee will be paid, subject to completion of the whole process and to submission of a report.

Further training requests might be formulated by the Council of Europe, subject to continuity of the project and availability of funding.

[www.coe-romed.org](http://www.coe-romed.org)