



LTO Beginners – ENGLISH LANGUAGE– 7-11 February 2011 - Brussels

Notification:

The Network for Enhanced Electoral and Democratic Support Project (NEEDS), a project funded by the European Commission, will carry out **an LTO Beginners training event** from Monday 7 to Friday 11 February 2011. The training is for a maximum of **16 candidates** and will take place at the NEEDS office, 15-17 Rue Belliard, Brussels 1040. The duration is five full days and the language of the training is **English**.

Performance at the LTO Beginners Training will be continuously evaluated and candidates will be graded at the end, according to their level of readiness to participate in an EU EOM. NEEDS evaluates according to criteria which include: ability to work in a team, communication and reporting skills, cross-cultural sensitivity, ability to follow instructions and understanding of course content. Evaluations will be posted on the candidate's Roster CV after the training, to assist the Focal Points and the European Commission in the selection process for EU Election Observation Missions.

- **The NEEDS Project will cover the travel and living expenses attached to participation in the training.**
- **Focal Points are asked to propose a MAXIMUM of TWO candidates with ONE reserve. Please rank them according to your own level of preference.**
- **The deadline for proposals is 20 January 2010.**

Terms of Reference for Candidates for LTO Training:

- previous experience of election monitoring and/or other relevant experience or know-how and specific training, national and/or international – good experience of working languages of EU EOMs (either English, French, or Spanish or a combination of those languages);
- interpersonal skills (e.g. capacity of balanced judgement, ability to work in teams, ability to cope with difficult situations, respect for local attitudes, good communication skills, readiness to work in a multicultural environment);
- ability to maintain professional independence and strict impartiality in the conduct of duties in the host country;
- demonstrated commitment to democracy and human rights;
- EU Member State citizenship.
- familiarity and experience with electoral laws and procedures (including inter alia electoral rolls, national electoral committees), not limited to a single electoral tradition;
- special knowledge of human rights and democratisation issues;
- basic knowledge of institutional aspects of the EU;
- analytical and drafting skills.

Specific guidelines for NEEDS LTO Beginners Training – English Language:

- Candidates should have a very good knowledge of **English**
- Candidates should have a demonstrated professional and/or educational background in the fields of human rights, social sciences, politics, or conflict resolution;
- Candidates may have experience working as an LTO on **not more than** two missions (for EU EOM, OSCE/ODIHR or other international election observation missions);
- Candidates should have experience working as a Short-Term Observer (STO) in **at least** two missions (for EU EOM, OSCE/ODIHR or other international election observation missions);
- **Candidates must be able and willing to apply for LTO positions in 2011.**
- **Candidates must update their ROSTER CVs with the latest information and indicate in their mission availability that they are able to be deployed for six weeks or more. Candidates will not be selected who are not available for six weeks or more and who have not recently updated their CV.**