

Competencies for DJS external trainers: Profile of a senior trainer

A senior trainer working on a contractual basis for the Directorate of Youth and Sport has the following competencies:

Competence	Competence in work with young people - solid professional experience in training and international and intercultural youth work matters and/or an elaborate expert knowledge in a specific field required for the activity in question (in and out of DYS context)	
	Indication	<ul style="list-style-type: none"> • Trainer was in charge of at least 3 international and/or intercultural youth training activities as trainer (one of them DJS training activity or trainer should have proven track record in training activities on similar level, min 50 working hours per course) • The trainer should've indicated the specific fields of expertise in the DYS Pool of Trainers application form (Specialised training received will be taken in consideration.)
Competence	Knowledge - An elaborated knowledge in a specific field required for the activity in question (in and out DJS context)	
	Indication	<ul style="list-style-type: none"> • Trainer has been involved in youth activities for at least 2 years, or is working in the specific field in question • Pursuits studies or has professional involvement in youth issues • Trainer has attended training in the specific area of competence
Competence	ICL competence - experience of working with young people and understanding their cultures	
	Indication	<ul style="list-style-type: none"> • Trainer has been a member of a youth organisation and/or involved in youth activities for at least 2 years, or • Pursuits studies or has professional involvement in youth issues
Competence	Educational competence - the ability to prepare, organise, run and evaluate the activity in question in its educational, conceptual, managerial and administrative dimensions	
	Indication	<ul style="list-style-type: none"> • Trainer was in charge of delivery and/or management of at least 3 international and 3 domestic (national, local) youth training activities (training courses, seminars etc.) as trainer or facilitator • Trainer was involved in organising of a training activity (organisation and logistics)
Competence	Educational and communication competence - the capacity to present concepts, methodologies and theories relevant for the activity concerned in a coherent and comprehensible manner	
	Indication	<ul style="list-style-type: none"> • Possession of certain educational backgrounds either formal or non-formal. <ul style="list-style-type: none"> <i>formal</i> <ul style="list-style-type: none"> • academic education in line with the methodologies and/or the topics relevant to the activity • received extra curricular training <i>non-formal</i> <ul style="list-style-type: none"> • attended a training of trainers course (min 50 working hours per course, format of TC3) • being participant and/or trainer on previous activities in relevance to the activity concerned • Leader of a project on a similar topic • Publications, articles that the trainer has published.

Competence	Team competence - the ability to work in and lead an international team	
	Indication	<ul style="list-style-type: none"> The trainer has documented experience, as a member of international preparatory team, in working and leading international teams during training activities.
Competence	Writing competence - the ability to write clearly and report about the process and results of an activity	
	Indication	<ul style="list-style-type: none"> Trainer has presented at least one report or similar document related to the DJS activities to the DJS educational staff in charge Publications, articles that the trainer has published
Competence	Language competence - the language skills required to work on the activity in question	
	Indication	<ul style="list-style-type: none"> Knowledge of at least one of the official languages for the training course or study session. Knowledge of other languages is a plus.
Competence	Facilitation and conflict management competence – the capacity to handle intercultural and group conflicts and use conflicts for the progress of the training; the ability to facilitate the work of a group of participants the capacity to initiate and moderate debates and working groups; the ability to facilitate the work of a the group of participants while keeping the sensitivity towards the needs of the individuals	
	Indication	<ul style="list-style-type: none"> Recommendations from other trainers and/or organisations for which the trainer has delivered training No other indication
Competence	The awareness about the potential and limitations of short term training activities	
	Indication	<ul style="list-style-type: none"> Proven track of involvement in youth training and personal dedication and motivation No other indication
Competence	CoE competence - a good general education and the general culture to represent the Council of Europe’s work; political awareness on current issues, knowledge and social understanding about the Council of Europe’s work and philosophy	
	Indication	<ul style="list-style-type: none"> Information from the CV Trainer is ready to learn about the changes and developments in the CoE youth work
Competence	Coaching competence - knowledge and skills to provide guidance and necessary “on-the-job training” for the other team members if necessary	
	Indication	<ul style="list-style-type: none"> Trainer has been a trainer at least one DYS training course, and Trainer has attended at least one Training of Trainers course
Additional competencies for the trainers in charge of DJS study sessions are given in “Roles and Rules for consultants ...” document		

Sources of Information and Verification

* CV, references + recommendations by other trainers

* DYS application for Pool of Trainers

Note: Each senior trainer should have attended at least one Training for Trainers course