

## Open Call for the-TRAINING OPPORTUNITY PERSPECTIVES - TOP -group EVS project

### ABOUT CRES

Centrul Regional de Economie Sociala is NGO activating the city of Craiova in South West Oltenia region of Romania. The organisation was borne out of the desire of its members to have a more structured framework through which to be able to implement activities that would lead to community development and promotion of social economy.

The mission of CRES: CRES proposes itself to empower communities regarding self-management and long-term development of social economy and public administration reform to support the EU integration process.

For more info:

- [Our EVS Database Entry](#)
- [Our Facebook Page](#)

Through this **Open Call** the organization Centrul Regional de Economie Sociala **CRES** is looking for **Volunteers** for the **TOP** project

**Type of project:** Mobility for youth – **European Voluntary Service**

**Venue:** **City of Craiova, Dolj county**, South West part of **Romania**

**EVS Stage Duration:** **01.03.2019 – 31.10.2019**

**How many volunteers:** **8 volunteers** in total coming from Italy, Spain, Germany and Turkey.

#### Profile of the Volunteer we seek:

- Aged between **18 to 30 years**
- **active, open-minded, creative, innovative, responsible and motivated volunteers**
- The volunteers need to be a pro-active and social person who enjoys working with youth and to want to dedicate themselves to 8 month long personal and professional development process.
- The volunteers of this project should, above all else, show willingness to **learn** and see their **EVS experience** as a **learning process**.
- **Basic level of English** (being able to make herself/himself understood by the others – able to communicate).

**This is a long read, here is the shortest possible version:**

*You will be a volunteer and work with youngsters for 8 months in Craiova, Romania.*

*All expenses are covered by us and you will learn a lot and have  
**Lots of fun***

## What will I DO in the TOP project?

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The volunteers of the TOP Project will be directly involved in the planning, organization and **implementation of non-formal activities in educational institutions in the city of Craiova**, activities directed towards the achievements of the project objectives.

The main activity of the project is a 8 months EVS group activity that will involve 8 volunteers working in **4 high schools** using non-formal methods and youth development principles to support the personal and professional development of **160 students from 4 high schools** and raise knowledge on hate speech, tolerance and cultural diversity.

## GENERAL OBJECTIVE

General project objective: Increase and develop youth leadership skill, competencies and knowledge and provide opportunities for practice of leadership positions for both the target group and the volunteers while contributing to their personal and professional development.

### Specific objectives:

- Raise the skills and competences (promotion, teaching, coaching, mentoring, non-formal education training, team work) in of 8 volunteers through a Preparation, Adaptation and Training Programme and having them participate implement 192 workshops in 4 schools(48 workshops/school) over 8 months
- Implement and monitor a personal and professional development plan for 8 volunteers that tracks their learning outcomes 6 key areas: Communication, Digital, Learning to learn, Social and civic competencies, Sense of initiative and entrepreneurship, cultural awareness and expression for the duration of 8 months.
- Rise the skills, knowledge and competencies associated with leadership and provide practical leadership exercises by implementing leadership 44 workshops/institution for 160 students from 4 schools during 8 months.

- Promote leadership as a youth development and education enhancing method via 2 round-table discussions
- Promote volunteering and the ERSASMUS programme to at least 500 young persons from Craiova

**The project activities will be in 4 phases:**

**A1. Preparation, Adaptation and Training Phase (PAT)** - will take place in the first month of the EVS stage, in October and will consist of 3 different phases that take up 1 week each

- the first week of PAT that starts when the volunteers arrive. During this time all volunteers live together in 1 place and the PAT will focus on getting to know each other, team building, and understanding the project: objectives, activities, technical details and rules, and understanding the basics of leadership development using non-formal learning tools.
- Second week is used to get to know the community with the help of their local mentor. In this PAT phase the volunteers get support from the mentors and CRES staff to know the city, meet the beneficiaries they will be working with, understand the partner institutions, meet their staff and generally get an idea of how the working environment is and what are the challenges and opportunities.
- The last week of the PAT will focus on developing planning, monitoring and evaluation skills. We will work together with the volunteers to participative plan the workshops to be done based on roles and responsibilities each volunteer is most keen on taking up, set up the activity calendar in detail and add to the understanding of the concepts of the project (youth leadership, youth development, civic engagement, ) and methods to be used (non-formal education, animation etc.).

**A2. Leadership development promotion campaign** -1 month, 4 awareness rising activities/school - In this phase the volunteers will implement promotional, visibility rising and awareness rising campaigns in the 4 schools that will focus on getting students interested in becoming youth leaders and sign up for the other project activities. As a result of the campaign we will have selected the 160 students (40/institution) who will participate in the Leadership development programme

**A3. Leadership Development programme** – 6 months – in this phase the volunteers will organise workshops using non-formal methods to transmit information, knowledge and develop skills competencies (Facilitation; Negotiation; Public speaking; Decision; Dealing with changes; Dealing with crisis; Working with difficult/challenging people; Communication techniques; Team work, Motivation etc. ) and attitudes (Motivation to work for better results; Self-confidence; Being organized; Tolerance; Valuing diversity) related to leadership. In this phase the students will attend a series of 6 training modules:

1. What is leadership – the basis of why and how to be a leader, what are the required skills and mindset.
2. Taking the lead - will learn about leadership styles, when to use particular styles and the role of the leader.

3. That's the way to do it! - will explore different ways of taking up leadership, context in which one can do so with a special focus on mechanisms that allow for youth leadership within school and society
  4. Communication is key - Learning effective communication strategies and exploring decisive conflict resolution tactics
  5. Lets go digital - Understanding the power of social media and digital citizenship
  6. Build it together - how to form, lead and organize communities around common interest with a special focus on building communities and leading schools based communities.
- The workshops will utilize non-formal methods to increase their leaderships potential and empower them as future leaders, first workshop will generally be more theoretic while second one will bring a more practical approach.

#### **A4. Dissemination, Evaluation and Follow up – 1 month**

The last month of the project will be dedicated to evaluating the project and extent to which it reached its goals. Based on the evaluation we will plan follow up actions.

The above mentioned activities are the general overview but **each volunteer has the opportunity to propose, implement and carry on new types of activities bases on previous experiences, personal preferences, skills and abilities and well as have direct control over the methods used to implement the activities**

## **What will I learn in the TOP project?**

The project will be aiming to provide a structured learning experience for the volunteers participating. The project utilizes the experiential learning cycle which emphasis hand on experience learning and improving upon previous experience. The success of the learning outcomes of the volunteers is crucial if they are to assist in the formation of these same competencies in the beneficiaries.

The main learning outcomes of the project will be:

- increased awareness, knowledge and understanding of what leadership(what leadership is, leadership styles, when to lead, how to use leadership for change, how to be a school leader etc.)
- improvement of skills, competencies such as (Facilitation; Negotiation; Public speaking; Decision; Dealing with changes; Dealing with crisis; Working with difficult/challenging people; Communication techniques; Team work, Motivation etc. ) and formation of positive attitudes such as (Motivation to work for better results; Self-confidence; Being organized; Tolerance; Valuing diversity) that are correlated with leadership

- increase their skills and knowledge about working with youth, awareness rising and promotion of different concepts such as leadership, volunteering etc.; campaigning, planning, evaluation team work, management of resources (human, material, financial, time),
- improve their knowledge of Romanian cultures and the cultures of their peer volunteers
- increase their skills to do self-evaluation, self-driven learning, autonomy and self-confidence by having them participate in the personal development process

In terms of the key competencies identified in the youth pass we are aiming to develop the following:

- Communication – the project will contribute greatly to improving communication in foreign languages as well as general communication competencies. In the project we will utilize mainly English (such as during internal meetings, when working with the beneficiaries) but the volunteers will learn and use also Romanian in their day to day life and to a lesser extent with the beneficiaries during activities. During the PAT phase the volunteers will receive general communication training from a PR expert.
  - Digital competencies – the project will develop the volunteers digital skills by requiring them to use online resources for documenting for project activities and using online tools in the organisation process (such as email, Google drive, etc.) for planning and evaluation (documents will be filled online before physical meetings are done)
  - Learning to learn skills and competencies will be deeply developed during the project by helping the volunteers do self-introspection, planning and evaluation of personal development
  - Social and civic competencies – in the project the volunteers will learn how to act as leaders developing skills associated with leadership. This will enable them to be better equipped for social involvement, to be able to motivate and inspire people and facilitate group cohesion. All qualities that empower an individual for social and civic participation.
  - Sense of initiative and entrepreneurship – by learning how to become leaders and teaching others about leadership the volunteers will have an improved sense of initiative, they will help CRES in the planning and implementation of activities which will help them understand in practice how to take an idea and make it a reality
  - Cultural awareness and expression – Volunteers will have an increased awareness of their own culture, of their peers cultures and Romanian cultures which will be fostered by including in the volunteering agenda activities/workshops dedicated to sharing cultural aspects.
- The main learning method will be learning by doing while receiving assistance. The volunteers will receive assistance of CRES staff in learning while activities with the youth while the youth receive assistance from CRES and the volunteers in learning about leadership.

The learning process will be assessed on a monthly basis in a meeting between the mentor and the volunteer in which the personal development plan will be evaluated and adjusted. The mentors will be in charge of helping the volunteers in the self-evaluation process of their learning experience aiding them to acknowledge their strong and weak points on a monthly basis.

In the case of the beneficiaries their learning outcomes will be evaluated in a final evaluation at the end of the project through a teacher assisted self-evaluation session.



All throughout the learning process and the project **you will be assisted by the CRES team** and a **personal mentor** in managing what, when and how you learn all these skills.

At the end you will receive a **Youthpass certificate** which is a **European Instrument for recognition and certification of skills** acquired in EVS projects.

## Practical Arrangements & Financial aspects

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**Travel:** CRES will purchase **flight tickets** and together with the Sending Organisation will make sure that the volunteer is well informed, has all documents and gets safely on board.

**Local transport:** will be **covered by CRES**, upon arrival they will receive info on how to use public transport, a map of the transit lines etc.

**Accommodation:** CRES will host the volunteers **in rented apartments** in the **city of Craiova**. Each accommodation will assure **good living conditions** (private beds, equipped kitchen and bathroom, heating system, running cold/ hot water, Wi-Fi).

**Working programme:** working hours are flexible and adapted to the schedule of the target institutions and is usually **3-4 hours/day in with the youngsters and 1-2 hours/day for preparing the activities**.

Each volunteer is entitled to receiving **2 free days/week** (typically weekends but in case that an activity requires work on the weekend the volunteer will be free in the next days) and a total of **16 days of vacation in the project** that you can use as you want.

**Language support:** The volunteers receive Romanian language lessons **2 sessions per week for the first 4 months and 1 session per week** for the rest of the project.

**Communication:** each volunteer will receive a **Romanian SIM card** for mobile phones which will be recharged monthly

**Financial aspects:** Local transport, accommodation and utility fees, monthly communication costs, costs related to activities **are covered directly by CRES**.

**Monthly food allowance: 120 euro/month**

**Pocket money: 60 euro/month**

## What support will be available during your EVS?

**The mentor** will be responsible for **the general personal support of the volunteer**. They are in charge of **solving practical problems** arising being the "first line of support" available. They will be the **volunteer's go-to person for any personal problems** as well as being responsible for **guiding the volunteer** through the **learning process**. The mentor will be there to help you identify **learning needs** and **opportunities**, help you **plan** your learning process and help in the **self-evaluation**.

**The counterparts** (staff from the schools – **teachers/professionals**)-that will be **supporting the volunteers in the actual implementation process of the activities**. They will provide the volunteers with professional support in delivering their activities.

**Additional support** will be offered by CRES in the form **Preparation, Adaptation and Training programme** which is a programme designed to transmit all the necessary skill and abilities for the project focusing on skills and abilities building programme, providing them with methods, tools and materials that will support and facilitate their activities in the project.

## Have we caught your attention? Here`s how to apply!

1. Prepare a **CV**(preferably using the europass model [here](#)) and a **motivation letter**
2. Contact one of our **partner sending organisation** from your corresponding country:
  - Kreisjugendwerk der AWO Karlsruhe-Stadt – Germany - [l.oberacker@awo-reisen.de](mailto:l.oberacker@awo-reisen.de)
  - Associazione Culturale Link – Italy - [link@linkyouth.org](mailto:link@linkyouth.org)
  - AEGEE-León (European Students' Forum)– Spain - [evsaegeeleon@gmail.com](mailto:evsaegeeleon@gmail.com)
  - JOVENES HACIA LA SOLIDARIDAD Y EL DESARROLLO – Spain - [boutinaelhadri@jovesolidides.org](mailto:boutinaelhadri@jovesolidides.org)
  - ASSOCIAZIONE CULTURALE JUMPIN - Italy- [selezionejumpin@hotmail.it](mailto:selezionejumpin@hotmail.it)
  - Karaman Gençlik Kulubu Derneği (Karaman Youth Club Association)– Turkey - [karamanyouth@gmail.com](mailto:karamanyouth@gmail.com)
3. We will have a **Skype interview** with you
4. We announce if you have been selected and we prepare the paperwork

**If you are interested and want more information you can also**  
**CONTACT US AT**

**Email: [mihaela.cocea.cres@gmail.com](mailto:mihaela.cocea.cres@gmail.com)**

**Phone: 0040 763543404**