

Competencies for DJS external trainers: Profile of a junior trainer

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

Competence	Experience as a trainer and/or member of a team of trainers in international and intercultural youth work matters	
	Indication	<ul style="list-style-type: none"> • Trainer has been involved in at least 2 international and/or intercultural youth training activities as trainer / co-trainer, and/or in national, regional and local youth activities (min 50 working hours per training course)
Competence	The ability to contribute constructively to and assist in the preparation, running and evaluation of the activity in question	
	Indication	<ul style="list-style-type: none"> • Trainer has attended at least one training for trainers (if TC3 s/he has received the recommendation from the prep team)
Competence	The ability to run parts of the activity independently (such as selected workshops, working groups or similar programme elements)	
	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 (TC3 is not obligatory, but plus for new trainers) • being participant and/or trainer on previous activities in relevance to the activity concerned • leader of a project on a similar topic • The trainer is recommended by a member of DYS educational staff or members of the DYS Trainers' Pool
Competence	The ability and willingness to work in an intercultural team	
	Indication	<ul style="list-style-type: none"> • Indication for willingness: Letter of Motivation
Competence	The language skills required for 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	Good communication skills and the sensitivity to work with an intercultural group	
	Indication	No indication
Competence	Innovative, initiative, having sense of urgency and ability quickly to react to situations	
	Indication	No indication

Competence	The willingness to further develop his/her competencies	
	Indication	Clear intention that he/she wants to continue the co-operation with DYS on their training activities, and has the role at his/her organisation as multiplier: Letter of Motivation
Competence	A clearly defined representative role as a member of the team of the activity in question	
	Indication	<ul style="list-style-type: none"> • Trainer is (has had) representing an umbrella organisation, youth network or similar organisation, and/or has a specific experience in youth work. • Trainer has been a member of youth organisation at least for 1 year Trainer has been a participant of a previous activity of the same nature or belongs to a specific target group, e.g. minorities, grass roots youth work etc.)

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.

Letter of motivation – Plan for personal development