



PROFESSIONAL  
FELLOWS

ANNOUNCEMENT



Open Competition for Participation in  
"SHAPING PARTICIPATORY DEMOCRACY"  
Professional Fellows Program for Albania,  
Bulgaria, Hungary, Romania, Slovakia, and the  
United States of America.

[WWW.GLC-TEACHDEMOCRACY2.ORG](http://WWW.GLC-TEACHDEMOCRACY2.ORG)

# ABOUT PROFESSIONAL FELLOWS PROGRAM



This program is a two-way exchange involving **32 professionals** from five selected European countries and **16 mentors** from the United States who will effect positive change in their communities. U.S. mentors will share their professional expertise with fellows of this program in the United States and travel for a two-week reciprocal visit to assist their fellow on his/her 6-9 months individual project plan implementation, provide consulting and joint workshops. European and U.S. participants will share experience and promote mutual understanding and partnership between professional groups in the United States and counterpart groups in the selected European countries. The program is funded by the **U.S. Department of State Bureau of Educational and Cultural Affairs Office of Citizen Exchanges, Professional Fellows Division** and is organized by the **WSOS Community Action Commission, Inc. - Great Lakes Consortium for International Training and Development (GLC)** from Northwest Ohio in collaboration with Co-PLAN in Albania, C.E.G.A. Foundation in Bulgaria, Civil College Foundation (CCF) in Hungary, CeRe in Romania, and Center for Community Organizing (CKO) in Slovakia and other local partners in the United States of America and selected countries in Europe.

## GOALS OF THE PROGRAM



We invite professionals from any region of Albania, Bulgaria, Hungary, Romania, and Slovakia to apply for participation in a 42-day fellowship in the U.S.A. We encourage submissions by professionals who are actively involved in programs related to citizen participation and advocacy (NGO/civil society development), civic education organizations, citizen advocacy groups, community activists and/or community organizers who work with marginalized or rural communities. **The overall goal** of the program is to provide a professional development opportunity for mid-level emerging leaders; create a forum for American and foreign participants to collaborate and share ideas and strategies; and build a global network of professionals able to work effectively in an interconnected environment.

## OBJECTIVES

*During their 4-week internship placement at national, state or local organizations across the U.S., European participants will observe the role of their U.S. counterparts and gain in-depth knowledge and experience as well as adaptable approaches that they can implement after their return;*

*Develop enhanced leadership and professional skills and effect positive change in their workplaces and communities;*

*Build mutual understanding, and create lasting and sustainable partnerships. EU fellows will learn U.S. practices in participatory democracy and advocacy in marginalized and rural communities (including African-American, Latino, Native American, Disabled, Homeless and LGBT) in civil society and democracy;*

*Explore diverse community organizing methods for citizens solving problems in their own communities;*

*Learn skills in community leadership development and gain hands-on experience at civil society organizations in the U.S.*

*Share European experience with U.S. partners, identify and discuss possible collaborations. Make presentations about the fellow's home country/community to interested U.S. organizations and community partners and contribute volunteer time for community service projects during their stay in the U.S.*

*Fall 2019 delegation between October 2-November 16, 2019.*

## CRITERIA

- *Be age 25 to 40;*
- *Citizen, national or permanent resident of their home country (Albania, Bulgaria, Hungary, Romania or Slovakia);*
- *Live and work in his/her home country at the time of the application and during the preparation process (about 3-4 months before departure);*
- *Have at least two years of professional experience at the time of the application;*
- *Submit a complete application online with all required documents by the application deadline;*
- *Able to receive a U.S. J-1 visa;*
- *Committed to returning to his/her country after completion of the program*
- *Proficient in spoken and written English at the time of the application*

## PHASES OF THE PROGRAM

**PHASE 1/** *Applicants need to prepare a 3-4 month Action Plan to be implemented before the U.S. trip focusing on community organizing field experience in a marginalized or rural community. This experience needs to be summarized in a report before arriving to the U.S., so that the U.S. host organizations can design part of the fellowship program for the European participant based on the different field experience. European alumni mentors will work **with fall 2019 fellows** during pre-departure activities.*

**PHASE 2/** *The second phase is the 6-week U.S. trip which includes 4-week internship at an American organization, a one week joint activity with all participants before the internship and a peer-to-peer joint learning activity after the internship. The internship experience will be tailored to the delegation members' background and interest. The joint program before and after the internship will feature workshops, group discussions, and other opportunities for interaction. Before the end of the internship - based on new ideas gained in the U.S.- participants will prepare an Individual Project Plan that they will implement within 6-9 months after returning to their home country.*

*In the U.S., fellows will do presentations at professional and community events, and participate in volunteer service activity. The joint program will be organized in Toledo (Ohio), Chicago (Illinois), and Washington (D.C.), but internship placement may include other communities across the U.S.*

*The Professional Fellows Congress is a three-day enrichment program that will be also included in the itinerary. Professional Fellows from different countries around the world will have an opportunity to meet*

*with government leaders and other program alumni and share experience at the end of their visit in Washington D.C.*

**PHASE 3/** *The 3<sup>rd</sup> phase of the project will start when participants return to their home country where they will work on the implementation of new ideas and continue their previous projects or start another one that they designed with their U.S. mentor during their U.S. visit. Participants will be required to help others based on their new experience after they return and cooperate closely with the WSOS/GLC partners in their country. Each fellow will participate in an on-line leadership training before, during and after the U.S. travel.*

**PHASE 4/** *As part of the exchange U.S. mentors who worked with the fellows in the U.S. will travel for about 2 weeks to Europe and will spend about one week in the country of their fellows to participate in seminars, workshops, visit fellows' organizations, and to provide mentoring. Applicants are encouraged to cooperate with GLC in-Country Directors and partners in the preparation of these events, participate in the workshops with presentations about the experience acquired during their U.S. fellowship, and encourage others to join in and benefit from this experience. European participants will be actively involved in the implementation of the U.S. mentors' visit to their fellow's organization as well as assist in joint training with their U.S. mentors and other alumni.*

**PHASE 5/** *Fellows will also be part of the alumni network in their country and will participate in learning circles and other alumni activities in their own country and in other countries in Europe.*

**PHASE 6/** *Alumni will provide regular updates to Country Directors as well as the GLC Project Manager in the U.S. on how the new ideas were implemented in their organizations and what impact this program made. Alumni success stories will be published before the end of the grant period and each fellow is expected to contribute with an organizing story within 6-9 months after their return.*

## **SELECTION PROCESS**

*Participants will be selected through a competitive merit-based process. We would like to invite applicants (between age 25-40) who are creative and have innovative ideas, have accomplishments in solving issues in marginalized or rural communities and who can make a large impact by implementing new ideas and changes. Participants need to display evidence of good organizational and management skills; they should be active members of their local community, interested in long-*

*term international cooperation, have good communication and presentation skills, and be receptive to modern technology. Successful candidates should be mid-level emerging civil society professionals with experience and current employment related to the designated project area. Selected participants will be encouraged in developing connections not only between their countries and the U.S. and other European countries but also within their own country in order to establish a successful cooperation and communication with U.S. counterparts.*

*All selected participants must be highly proficient in written and oral English, self-directed, able to work effectively in a cross-cultural setting, and have demonstrated leadership abilities. The WSOS/GLC Project Manager from the U.S. will contact the applicants by e-mail during the selection process and during the preparation for the visit to the United States. Applicants need to maintain one regular email connection with GLC and their Country Director.*

### **TIME FRAME**

<b>RECRUITMENT</b>	BY APRIL 15, 2019
<b>SELECTION PROCESS</b>	APRIL 15-MAY 30, 2019
<b>TRAINING SESSION &amp; INTERVIEW</b>	MAY 2019 (PARTICIPATION IS MANDATORY) in Albania on May 10, 2019  in Bulgaria, Hungary and Slovakia on May 17 <sup>th</sup>  in Romania May 11 <sup>th</sup>
<b>NOTIFICATION TO SELECTED PARTICIPANTS</b>	JUNE 15, 2019
<b>NOTIFICATION TO RESERVED CANDIDATES</b>	JUNE 30, 2019
<b>NOTIFICATION TO APPLICANTS WHO WERE NOT SELECTED</b>	JULY 15, 2019
<b>IMPLEMENTATION OF PRE-DEPARTURE ACTION PLAN</b>	JUNE 15-SEPTEMBER 15, 2019
<b>J-1 VISA APPLICATION &amp; INTERVIEW</b>	JULY-AUGUST 2019

<b>PRE-DEPARTURE ORIENTATION &amp; PREPARATION</b>	<i>Early September 2019</i>
<b>MID-TERM PRE-DEPARTURE FIELD REPORT</b>	<i>AUGUST 10, 2019</i>
<b>FINAL PRE-DEPARTURE FIELD REPORT</b>	<i>SEPTEMBER 15, 2019</i>
<b>FELLOWSHIP PROGRAM IN U.S.</b>	<i>OCTOBER 2-NOVEMBER 2019</i>
<b>RETURN HOME &amp; IMPLEMENTATION OF PROJECT</b>	<i>DECEMBER-JUNE 2019</i>
<b>HOSTING U.S. MENTOR &amp; ORGANIZE A PROGRAM</b>	<i>FEBRUARY/MARCH 2019</i>

## COST

All expenses of the U.S. program including visa, health insurance, transportation, accommodation (4-week home stays at American families, 2 weeks in hotels with double occupancy rooms), meals, and cultural programs will be provided. Participants need to have a passport before the application deadline, that is valid for at least 6 months after the program completion in the U.S. Participants need to cover their own expenses incurred within their own country (travel for one-day training & interviews, visa and overseas travel preparation from and to the Embassy and the airport, meals or accommodation while visiting the Embassy, pre-departure or after arrival). Selected participants (and alternates) are required to attend the program related activities (orientation meetings, interview at the U.S. Embassy), follow-on workshops in each country.

## TO APPLY

**IF you are considering to submit your application please register online with Your name and country. We will register you as applicant from your country and will wait for your application**

**materials. Please start this registration early.**

Interested applicants need to fill the **Online Application Form**, which is a multi-section form and you can save and continue later. Applications submitted after the deadline or incomplete won't be considered. Submission of the following documents are required:

1. Please write an essay in English why and how you are working with minority population and list any field experience or success story that you may have in working with them (No more than 2 typed pages, single spaced.) Please be ready to provide additional information on this later if you are selected.

**DEADLINE: APRIL 15, 2019**

## **FOR SELECTED PARTICIPANTS ONLY**

IF YOU ARE SELECTED FOR THE PROGRAM WE WILL NEED THE FOLLOWING ADDITIONAL INFORMATION:

1. **Scanned copy of your passport bio pages** (with your photo and date of birth on it)
2. **A passport size head shot photo** in front of a white wall in high resolution
3. **Letter of acceptance** We ask you to confirm within one week after your selection that you are available for this program and will provide us the additional information as follows:
4. **Statement of Interest** from the organization which you would like to represent in this program stating that they are interested in applying the methods you will learn in their activities and will welcome the U.S. mentor to their organization and support your activities before and after the U.S. trip. If you are employed by a different organization we also need a statement from your place of employment that they support your participation in this program.
5. **Action plan for 3-4 months field work before the U.S. trip (on GLC template)** After participating in the training in **May 2019** you will decide on your pre-departure field project and submit your pre-departure action plan on which you will start working immediately after the approval of your plan by your Country Director.
6. **Short bio (following GLC template)**
7. **Additional information** sheet on GLC template (for visa process and arranging host families)

**YOU MAY SEND ANY QUESTIONS IN ENGLISH TO THE FOLLOWING E-MAILS:**

In the USA: Elizabeth Balint - [glc\\_teachdemocracy4@hotmail.com](mailto:glc_teachdemocracy4@hotmail.com)

In Albania: Aida Ciro - [aida\\_ciro@co-plan.org](mailto:aida_ciro@co-plan.org)

In Bulgaria: Emil Metodiev - [emil@cega.bg](mailto:emil@cega.bg)

In Hungary: Mate Varga - [info@cka.hu](mailto:info@cka.hu)

In Romania: Dani Prisacariu - [dani@ce-re.ro](mailto:dani@ce-re.ro)

In Slovakia: Veronika Strelcova - [veronika@cko.sk](mailto:veronika@cko.sk)