

DEPARTMENT OF FOREIGN AFFAIRS AND TRADE

VOLUNTEER INFORMATION BOOKLET

PLEASE READ CAREFULLY

The Department of Foreign Affairs and Trade administers a Roster of Election Observers, who operate in a voluntary capacity to partake in Election Observation Missions. Pursuant to this, the Department of Foreign Affairs and Trade is forming a new Election Observation Roster panel and requests volunteers for:

ELECTION OBSERVER

DEPARTMENT OF FOREIGN AFFAIRS AND TRADE

Closing Date and Deadline for applications is
20 August 2018 at 17:30 (CET)

The Department of Foreign Affairs and Trade is committed to a policy of equal opportunity. The Department will run this campaign in accordance with best practice standards.

Enquiries: Please contact the Department of Foreign Affairs and Trade

Patrick McLoughlin,
Election Observation Desk
Department of Foreign Affairs and Trade,
Development Cooperation Directorate,
23 – 27 Henry St,
Limerick.
V94 R7YE
Telephone Number: +353 61 774096.

Or

Email: electionobserverroster2018@dfa.ie

Election Observation

Title of Position: Election Observer

Department: Department of Foreign Affairs and Trade

Directorate: Development Cooperation Directorate (Irish Aid)

Introduction

Irish Aid, the Government's official development assistance programme, is administered by the Development Cooperation Directorate of the Department of Foreign Affairs and Trade. Development cooperation is integral to Ireland's foreign policy. The aid programme represents a very significant commitment of public funds, with €707 million budgeted for Official Development Assistance (ODA) in 2018. Ireland's programme is recognised internationally for its strong focus on relieving poverty and hunger, for its partnership approach in some of the poorest countries in sub-Saharan Africa, and for its effectiveness.

International election observation missions play an important role in the promotion of democracy and human rights. The Department of Foreign Affairs and Trade maintains a Roster of Election Observers for such missions. Irish Observers participate primarily in missions organised by the European Union (EU) and the Organisation for Security and Cooperation in Europe, Office for Democratic Institutions and Human Rights (OSCE-ODIHR).

Participation in the Election Observation Roster is undertaken on a voluntary basis and carries no entitlement to, nor does it confer, any employment obligations.

Establishment of Election Observation Roster

A new Roster is now being put in place and applications are invited from suitably qualified volunteers who wish to be considered for inclusion in the Roster. This new Roster will replace the current election observation roster which was established in May 2013.

Role of an Election Observer

Irish Election Observers are volunteers who may be nominated to take part in missions primarily organised by the OSCE-ODIHR or the EU.

OSCE missions are focused principally on Eastern and Central Europe while EU missions are mostly in Africa and, from time to time, in Latin America or Asia.

The Department, depending on specific election criteria, nominate a combination of Long-Term (LTO) and Short-Term Observers (STO) to participate on Election Observation Missions (EOMs). The volunteer Observers operate under the auspices of the requesting organisation (the OSCE-ODIHR or the EU) when on mission.

Role of Long-Term Observers

The practical field tasks of an election observation mission can be divided into four distinct phases: the pre-election phase, the Election Day, the immediate post-election phase and the extended post-election phase. Long-Term Observers can be deployed for periods of up to 8 weeks to cover all election phases.

The role of Long-Term Observers (LTO) is to acquire first-hand knowledge about the effectiveness and impartiality of the pre-election administration; the implementation of the election law and regulations; the nature of the campaign; and the political environment prior to voting day. LTO's are then responsible for assisting Short Term Observers (STO's) with Election Day observations.

Each Long-Term observer is expected to comply with the Department of Foreign Affairs and Trade's Child Safeguarding Statement, the rules and regulations of the deploying agency and to complete and submit a report to the Election Desk in an agreed format and standard on return from an election observation mission. Successful candidates must sign up to the Election Observation Roster Code of Conduct.

Role of Short-term Observers

Short-Term Observers (STOs) normally arrive shortly before Election Day, and are deployed to provide a broad presence throughout the country on Election Day. STO's mainly cover the Election Day and the immediate post-election phase and can on average be deployed for periods of between 8 to 14 days.

The objective of Short-Term Observation is to provide a broad presence throughout the country to assess the closing days of the campaign, Election Day and the vote count. The election phase can be broken down into three stages: the closing days of the campaign; Election Day; the vote count.

Each Short-Term observer is expected to comply with the Department of Foreign Affairs and Trade's Child Safeguarding Statement, the rules and regulations of the sending agency and to complete and submit a report to the Election Desk in an agreed format and standard on return from an election observation mission. Successful candidates must sign up to the Election Observation Roster Code of Conduct.

Election Observation Roster Application Requirements

The Department of Foreign Affairs and Trade has drawn up a list of requirements for Election Observation Roster Members which are outlined below:

Essential requirements

- The Election Roster is only open to persons who are citizens of Ireland
- Fluency in English
- Experience and knowledge of elections, over and above having voted; and/or a combination of the following:
 - Demonstrated evidence of participation in accredited Election Observation Missions;

AND/OR

- Quantifiable evidence of having stood for parliamentary or local elections;

AND/OR

- Evidence of having acted in some capacity with regards to observing elections in Ireland or abroad e.g. Returning Officer, Election Agent, Polling Supervisor or Clerk;

AND/OR

- Demonstrable knowledge and/or experience of Democratisation (democratic systems and principles), Governance and Human Rights.
- Relevant knowledge of ICT packages including Word and Excel.

Desirable Requirements

- Demonstrable experience of living and working in challenging conditions abroad;
- Detailed experiences of having worked on a large scale international mission;
- Demonstrable evidence of having worked on a human rights monitoring mission;
- Language Skills – demonstrated a working knowledge of French, Spanish or Portuguese as required.
- Demonstrated ability to use ICT: e.g. use a tablet, GPS, digital pen and a satellite phone etc.

Key Competencies

- Leadership and Team Work
- Analysis and Decision making
- Building Relationships and Communication Skills
- Drive and Commitment
- Knowledge and Expertise in the area of Election Observation

Please see Annex 2 of the Election Observation Roster 2018 Application Form for more details regarding the competencies.

FORMAT FOR INCLUSION IN THE ELECTION OBSERVATION ROSTER

Selection Methods

The selection may include:

- Shortlisting of volunteers on the basis of information provided in the application form; and
- Assessments by a selection panel consisting of two officers from the Department of Foreign Affairs and Trade and one external party.

Completing the Application Form

The application form is available from www.dfa.ie and www.irishaid.ie

Applications must be made on the official application form and will be treated in strict confidence. All sections of the form must be fully completed. When completing the application form accuracy is essential as **candidates may be shortlisted on the basis of information supplied.**

Inaccurate or poorly completed forms may be rejected. Therefore, it is in your own interest to ensure that the information supplied in all sections is correct and complete. It is important, for candidates to note that the onus is on you as a candidate to ensure that you meet the eligibility requirements for the Roster before applying.

Closing Date

Applications must be completed and submitted by **20 August 2018 at 17:30** to electionobserverroster2018@dfa.ie

All sections of the form must be fully completed.

By submitting information electronically, parties accept that data may not be fully secure.

Parties may alternatively send their completed applications by post to:

Patrick McLoughlin,
Election Observation Desk
Development Cooperation Directorate,
Department of Foreign Affairs and Trade
23 – 27 Henry St
Limerick
V94 R7YE

Enquires can be submitted to electionobserverroster2018@dfa.ie

Applications will not be accepted after the closing time and date.

Equality

The Department of Foreign Affairs and Trade is committed to a policy of Equal Opportunity.

Confidentiality

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes. Subject to the provisions of the Freedom of Information Acts, 1997, 2003 and 2014, applications will be treated in strict confidence.

Volunteers' Obligations

Volunteers should note that canvassing will disqualify and will result in their exclusion from the process.

Volunteers must not:

- knowingly or recklessly provide false information;
- canvass any person with or without inducements;
- interfere with or compromise the process in any way.

A third party must not impersonate a Volunteer at any stage of the process.

Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine/or imprisonment.

In addition, where a person found guilty of an offence was or is a Volunteer, then: where she/he has not been appointed to a post, she/he will be disqualified as a Volunteer; and where she/he has been appointed subsequently to the process in question, she/he shall forfeit that appointment.

Specific Volunteer criteria:

Volunteers must:

- Have the knowledge and ability to discharge the duties of the post concerned;
- Be suitable on the grounds of character;
- Be suitable in all other relevant respects for appointment to the post concerned;

and, if successful, they will not be appointed to the post unless they agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be, performed.

Security Clearance

Garda (police) vetting will be sought in respect of individuals who come under consideration for the Election Observation Roster. The Volunteer will be required to complete and return a Garda Vetting form should they come under consideration for the Election Observation Roster. This form will be forwarded to An Garda Síochána for security checks on all Irish and Northern Irish addresses at which they resided. Enquiries may also be made with the police force of any country in which the Volunteer under consideration for appointment resided. If unsuccessful, this information will be destroyed. If the Volunteer subsequently comes under consideration for another position, they will be required to supply this information again.

Other important information

The Department of Foreign Affairs and Trade will not be responsible for refunding any expenses incurred by Volunteers in the application process.

Prior to recommending any Volunteer for the Election Observation Roster, **the Department of Foreign Affairs and Trade will make all such enquiries as are deemed necessary to determine the suitability of that Volunteer.** Until all stages of the process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made. Should the person recommended for the Election Roster decline, or having accepted it, relinquish it or if an additional vacancy arises the Board may, at its discretion, select and recommend another person from the shortlist for appointment.

Deeming of Candidature to be withdrawn

Volunteers who fail to furnish such evidence as the Department of Foreign Affairs and Trade may require in regard to any matter relevant to their candidature will have no further claim to consideration.

Quality Customer Service

The Department of Foreign Affairs and Trade aims to provide an excellent quality service to all our customers. If, for whatever reason, you are unhappy with any aspect of the service you receive from us, we urge you to bring this to the attention of the unit or staff member concerned. This is important as it ensures that we are aware of the problem and can take the appropriate steps to resolve it. Feedback will be provided on written request.

Complaints and Requests for Review

The Department of Foreign Affairs and Trade will consider appeals from Volunteers made in writing within 5 working days of receipt of the notification of the decision. On receipt of an appeal the selection decisions will be re-visited and the Volunteer will be informed of the outcome of this review.

General Data Protection Regulation (GDPR)

When your application form is received, we create a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature. Such information held is subject to the rights and obligations set out in the Data Protection Acts, 1988 and 2003 and The General Data Protection Regulation (commencing 25th May 2018). To make a request under the Data Protection Acts 1988 and 2003 and the new GDPRs, please submit your request in writing to FOI Unit, Department of Foreign Affairs and Trade.

Standards and Code of Conduct

The selection of a Volunteer for the Election Observation Roster will be in accordance with best practice standards.

These standards reflect the following core principles:

- Probity
- Merit
- Best Practice
- Fairness and Consistency
- Openness, Accountability and Transparency

Under these standards the Department of Foreign Affairs and Trade is obliged to:

- facilitate eligible Volunteers with a reasonable opportunity to apply;
- ensure that the eligibility requirements are appropriate to the duties and requirements of the Election Roster;
- treat all Volunteers in a fair, impartial and equal fashion and ensure that their applications are dealt with in confidence;
- select Volunteers according to merit using sound, objective and appropriate selection techniques;
- ensure that there is appropriate expertise among the board selecting Volunteers;
- comply with all relevant legislation, for example: Employment Law; Data Protection; Freedom of Information; Equality; and Children First Act 2015.

All Volunteers are required to sign the Election Observation Roster (Ireland) Code of Conduct when they are assigned to the panel. The Code of Conduct is binding on all Observers, and any serious infraction of the Code will lead to immediate withdrawal from the roster. If selected for either an EU or OSCE Election Observation Mission, Volunteers are required to observe the relevant codes of conduct. (See Annex 1).

Details of this Election Observation Roster panel process are also available on the Department of Foreign Affairs and Trade Website <http://www.dfa.ie> and the Irish Aid website <http://www.irishaid.ie>

PRINCIPAL CONDITIONS OF SERVICE

General

The Department wishes to advise that, based on previous experience, each volunteer observer who succeeds on being placed on the roster can expect to be contacted regarding approximately 14 missions each year. In view of the high level of interest among roster members and the need to meet standards of mission specific criteria set out by OSCE-ODHIR and the EU, it should be noted that the selection for missions is highly competitive.

Volunteer observers can reasonably expect to be nominated for an average one to two deployments over the five year period. It is important to note while the Department may nominate a volunteer observer for a particular mission, the nominated organisation may not select the Irish nominee to partake in a given election observation mission. Participation on a mission is therefore not guaranteed.

Mission Selection Process

When a request is received from the EU and OSCE-ODIHR for the nomination of volunteer election observers for a particular mission, all roster members are notified by e-mail seeking expressions of interest in applying for the mission.

Volunteer observers are requested to submit a fully completed official application form by email to the Election Desk, Development Cooperation Directorate in the Department of Foreign Affairs and Trade on or before the deadline.

In view of the high level of interest among roster members and the need to meet mission-specific criteria, selection for missions is highly competitive and participation on a mission following nomination is not guaranteed.

If a volunteer observer canvasses to be nominated for participation on an Election Observation Mission, they may be removed from the Roster.

Mission Selection Criteria

The Department will draw up a list of suitably qualified nominees from the volunteer observer applications submitted, taking into account the following:

1. The specific conditions and requirements as set out by the EU and OSCE-ODIHR including relevant experience and relevant language requirements as required.
2. Gender balance – reflecting the commitments of OSCE, EU and Department of Foreign Affairs to gender equality and gender balance.
3. The length of time since serving on a previous Election Observation Mission.

In general, for EU missions, the European Commission requests each Member State to nominate a set number of Volunteers to each mission. The Commission takes the final decision on who participates. For OSCE-ODIHR missions, the Department identifies which Observers are deemed qualified to participate in a mission and then nominates those Observers to the OSCE-ODIHR. In

short, while the Department nominates Observers, the final decision on participation is taken by the EU Commission or the OSCE-ODHIR, as appropriate.

Expenses

Members of the Roster are volunteers and are not paid remuneration.

Those selected to serve on election observation missions receive a daily stipend, as set out and published by the EU or OSCE-ODIHR as appropriate, to cover the cost of food, accommodation and other relevant out-of-pocket expenses, while abroad. This daily stipend may also be required to cover non-discretionary payments to local interpreters and in-country transport costs (including local drivers if provided). A return air ticket from Dublin Airport and insurance cover is also provided for selected Volunteer observers.

Pre-Departure Expenses Payment

Volunteers on the Roster who are nominated by the Department and participate in missions, will receive an expense payment of €600 to cover all pre-departure expenses. These include medical visits, medical certificates, and vaccinations, travel to and from Dublin for any briefing/debriefing, visas or travel documents, travel to/from Dublin Airport, any necessary accommodation etc. This is paid once in any twelve-month period regardless of the number of missions undertaken.

Tax Clearance Certificate

Volunteers on the roster will be required to provide a tax clearance certificate in respect of any payments in excess of €10,000 per annum.

Good Character

Observers must be of good character. Checks similar to pre-employment checks will be carried out.

Health

Observers need to be in excellent physical condition and have good health so that they can withstand the demands of missions including long working hours and potentially demanding physical conditions. Observers should be willing to accept very difficult living conditions when deployed.

Observers need to be aware that on some missions, conditions may range from very difficult to harsh and may include lack of power supply, drinking water and poor road conditions in certain areas.

Prior to each deployment, roster members are required to provide the Department of Foreign Affairs and Trade with a doctor's certificate declaring them medically fit to travel and to participate in the mission to which they are being assigned. Additional medical health checks may be required by the deploying agency. The cost of this medical visit is covered in the pre-departure expenses.

Insurance Cover

Insurance cover will be provided to volunteers undertaking a mission as per the terms of the current insurance policy (which is subject to annual renewal). Please note that the insurance will cover treatment while abroad, it does not cover medical expenses upon return to Ireland, or in your country of domicile if you live abroad. Depending on the terms of insurance policy it may be that persons are not insured for certain missions and would therefore be deemed ineligible (on a post-by-post basis). The onus is on each individual volunteer to read the insurance policy and decide if they comply.

Conditions of membership of Roster

As a condition of membership of the Election Observation Roster, volunteers are required to apply for at least two election observation missions issued from the Development Cooperation Directorate Election Desk from the commencement of this Election Roster to 31 December 2021.

If a Roster volunteer has not applied for at least two observation missions in response to calls from Development Cooperation Directorate Election Desk by the 31 December 2021, from the time of the establishment of the Roster, they will be deemed to have forfeited their place on the Roster. They will then be removed from the Roster and will be informed of this removal from the Roster by email.

This condition is to ensure the Roster remains current, with members who can no longer participate are removed. The Election Observation Roster will be in place for a five year period from the date of establishment. Please note that the lifetime of the Roster may be amended at the discretion of the Minister for Foreign Affairs and Trade.

Important Notice

The above represents the principal conditions of membership of the Election Observation Roster. It is not intended to be a comprehensive list.

All terms and conditions of membership of the Election Observation Roster are as set out in the Election Roster Handbook, which is subject to regular update. A copy of the current roster handbook will be made available to volunteers.

In applying for the above position you are deemed to have noted and consented to the above conditions.



Election Observer 2018

Part A - Application Form

A. Contact Information Please ensure that you notify us immediately if any of your contact details change. You may do so at electionobserverroster2018@dfa.ie	
Title: Ms/Mr/Dr, etc.	
Surname:	
First Name:	
Address Line 1	
Address Line 2	
Address Line 3	
Address Line 4	
Address Line 5	
Telephone Home: (incl. international code)	
Telephone Work:	
Mobile:	
E-Mail:	
<u>Declaration</u> I hereby declare that the information given in this form is correct and give my permission for enquiries to be made to establish such matters as age, qualifications, experience and character for the release by other people or organisations of such information as may be necessary to the Department of Foreign Affairs and Trade for that purpose. This may include enquiries to past/present employers. The submission of this application is taken as consent to this.	
Signed : _____ Date: _____	
Name (in block capitals): _____	

Part A: Essential Requirements

A.1. Volunteers must be Irish citizens. Are you an Irish citizen? (Please tick relevant box)	
Yes	No
A.2. Fluency in English? (Please tick relevant box)	
Yes	No

A.3. Essential Requirements
Demonstrated evidence of participation in accredited Election Observer Missions (100 words):
AND/OR
Quantifiable evidence of having stood for parliamentary or local elections (100 words):
AND/OR
Evidence of having acted in some capacity with regards to observing elections in Ireland or abroad e.g. Returning Officer, Election Agent, Polling Supervisor or Clerk (100 words):
AND/OR
Demonstrable knowledge and/or experience of Democratisation (democratic systems and principles), Governance and Human Rights (100 words):

A.4. ICT Skills* Please indicate your level of expertise based on the following levels: Very Proficient; Proficient; Basic; and Blank = No expertise. Please tick as appropriate.				
Microsoft packages (Word; Excel etc)	Very proficient	Proficient	Basic	No Expertise

*Verification may be required

Part B: Desirable Requirements

B.1. Other Training Received (please include ICT training)*		
Nature of training	Duration and year of completion	Any other relevant information

*Verification may be required

B.2. Language Skills* Please indicate your level of expertise based on the following levels: Very Proficient; Proficient; Basic; and Blank = No expertise. Please tick as appropriate.				
Language	Very proficient	Proficient	Basic	None
French				
Portuguese				
Spanish				
<i>Other please specify</i>				

* A language assessment may be required

B.3. Educational and Formal Qualifications*			
Qualification(s) and Awarding Body	College/School attended	Year awarded	Result achieved/Level of qualification

* Verification may be required

B.4. Region and Country Experience.*

Where relevant, please list the Region(s)/Country(ies) you have previously worked in and duration spent there.

REGION/COUNTRY	DURATION

**Verification may be required*

B.5. Brief narrative of main areas of expertise. Please provide a brief summary of your main area(s) of expertise in no more than 100 words.

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B.6. Career History*				
Please list relevant work experience:				
Country	Employer	Date From	Date To	Key requirements (40 word limit)

*Verification with previous employers may be sought

B.7. References: Please give names, addresses and contact details of two persons who can comment on the quality of your work. (They will only be contacted if you are selected for membership of the Election Observation Roster and with your permission).	
Name:	Name:
Contact details:	Contact details:

Election Observer 2018

Part C Application Form

Self-assessment

(Please provide summary information only – ideally no more than 300 words per heading)

For each of the areas below, please provide an example of your achievements.

Under each of the five competency headings, C1 – C5, please provide at least one example of your achievements which illustrate that you possess the competencies required and demonstrate why you would be a suitable for membership of the Election Observation Roster.

Volunteers should be specific about the task or project e.g. why it was important, how they went about it, what their specific role or contribution was and the impact or outcome.

Please also refer to the Election Observer Competency framework annexed to this Application Form.

C.1. Leadership and Team Work

C.2. Analysis and Decision Making

C.3. Building Relationships and Communication Skills

C.4. Drive and Commitment

C.5. Knowledge and Expertise in the area of Election Observation

- Before you submit this form to the Department of Foreign Affairs and Trade, please ensure that you have completed all sections. The onus is on volunteers to establish eligibility in the application form.
- Please do not forward any original certificates, references or other information with this form.
- Please be advised that you may be requested to submit the original versions at a later stage.

Misstatements or canvassing will render a Volunteer liable to disqualification.

Important Information:

Applications must be completed and submitted by **20 August 2018 at 17:30** to electionobserverroster2018@dfa.ie All sections of the form must be fully completed.

All Application Forms that are received will be acknowledged. Please contact electionobserverroster2018@dfa.ie if you do not receive an acknowledgement.

By submitting information electronically, parties accept that data may not be fully secure.

Parties may alternatively send their completed applications by post to:

Patrick McLoughlin,
Election Observation Desk,
Development Cooperation Directorate,
Department of Foreign Affairs and Trade,
23 – 27 Henry St,
Limerick.
V94 R7YE

Enquires can be submitted to electionobserverroster2018@dfa.ie

Applications will not be accepted after the closing time and date.

Annex 1:

CODE OF CONDUCT FOR EU ELECTION OBSERVERS

- All EU observers are bound by the following EU code of conduct. This is in harmony with the code of conduct accompanying the Declaration of Principles for International Observation, to which EU Observers should also adhere.
- For the most up-to-date EU code of conduct please see: *The Handbook for European Union Election Observation, Third Edition* available here:
https://eeas.europa.eu/sites/eeas/files/handbook_for_eu_eom_2016.pdf

CODE OF CONDUCT FOR OSCE-ODIHR ELECTION OBSERVERS

- All OSCE-ODIHR observers are bound by the following OSCE-ODIHR code of conduct. This is in harmony with the code of conduct accompanying the Declaration of Principles for International Observation, to which OSCE-ODIHR Observers should also adhere.
- For the most up-to-date OSCE-ODIHR Code of Conduct please see:
<http://www.osce.org/odihr/elections/322891?download=true>
- For a general overview of roles and responsibilities of LTOs and STOs on OSCE-ODIHR Election Observation Missions please see below:

LTO: <http://www.osce.org/odihr/elections/332721?download=true>

STO: <http://www.osce.org/odihr/elections/332726?download=true>

Annex 2: Election Observer Competency Framework

ELECTION OBSERVER
Leadership and Team Work
<ul style="list-style-type: none">• Demonstrated ability to work in a team and deal with difficult situations constructively.• Clearly displayed evidence of an ability to train and instruct people.• Relevant demonstrable experience of logistics, planning and deployment operations.• Evidence of experience in teambuilding and motivation.• Demonstrable evidence of leading and addressing problems when necessary.
Analysis and Decision Making
<ul style="list-style-type: none">• Evidence of proven ability to understand complex issues quickly, accurately absorbing and evaluating information and data.• Evidence-based ability to integrate diverse strands of information, identifying inter-relationships and linkages.• Evidence of having attended and reported on meetings, election rallies, polling stations, election events and other relevant meetings.• Demonstrable evidence of analytical ability.• Evidence of having previously reported findings accurately and efficiently.
Building Relationships and Communication Skills
<ul style="list-style-type: none">• Evidence of proven ability to engage effectively with a range of stakeholders, including fellow observers, relevant sending organisation, and other electoral stakeholders.• Has demonstrated an ability to treat others with diplomacy, tact, courtesy and respect, even in challenging circumstances.• Evidence of ability to present information clearly, concisely and confidently, both orally and in writing.• Demonstrates evidence and examples of balanced judgement.• Demonstrates preparedness to work in a multi-cultural environment and to respect local attitudes, cultures and traditions.
Drive and Commitment
<ul style="list-style-type: none">• Provides examples of a clear willingness and ability to work long hours in conditions which are sometimes challenging.• Demonstrates clear evidence of resilience in the face of challenging circumstances and high demands.• Demonstrates ability to maintain professional independence and strict impartiality in the conduct of duties in the host country.• Demonstrates flexibility and openness to change.• Upholds high standards of honesty, ethics and integrity.

Knowledge and Expertise in the area of Election Observation

- Demonstrates evidence of clear understanding of the roles/objectives of Long-term and Short-term Observers.
- Clear evidence of a depth of knowledge regarding relevant electoral processes.
- Evidence of ability to arrive at an in-depth understanding of the overall administrative procedures and campaign environment in the area of deployment.
- Evidence of fact-finding ability and knowledge of the election law and procedures of country of deployment; including detailed knowledge of the electoral and political situation of country of deployment.
- Demonstrates an appreciable knowledge of EU and OSCE-ODIHR commitments and other international obligations and standards for democratic elections.