

Report of the Selection Panel for the Chairs' Team of the 72nd International Session in Munich, Germany April 5th – 14th 2013

The Selection Panel composed of Federico Fasol (as the Session President), Gillian O'Halloran (as the past Session President) and Joanna Kulpa (as the GB Member) convened on the 20th, 21st, 24th and the 30th of January to carry out the selection process. Following careful analysis and constructive discussions the Panel decided to invite the following candidates to the Chairs' team of Munich'13:

President

Federico Fasol (Italy)

Vice-presidents

Monika Seidel (Germany)

Stamos Tahas (Greece)

Vivek Gathani (United Kingdom)

Chairpersons

Boaz Manger (The Netherlands)

Christian Drews (Germany)

Christiane Kraus (Austria)

Dimitris Zacharias (Greece)

Kati Pärn (Estonia)

Lars Melakoski (Finland)

Magdalena Pietras (Poland)

Marie Dromey (Ireland)

Monika Ghosh (United Kingdom)

Oksana Korchak (Ukraine)

Oleg Shimansky (Ukraine)

Richard Janousek (Czech Republic)

Uģis Balmaks (Latvia)

Valentina Mina (Cyprus)

Veronika Drzková (Czech Republic)

Editress

Sophie Debrunner Hall (Switzerland)

The Panel received 35 applications for the position of a chairperson out of which 22 were male applicants and 13 were female applicants. Furthermore, the Panel received three applications to Vice-preside all of which were male. The Panel did not receive any applications to edit. The Panel noted that 5 of the applicants did not have a valid recommendation to chair and thus were declared ineligible. The Panel received applications from 19 countries - Norway, Finland, Estonia, Latvia, Poland, Ukraine, Azerbaijan, Serbia, the Czech Republic, Germany, Austria, Greece, Turkey, Cyprus, Portugal, the Netherlands, Belgium, the United Kingdom and Ireland.

The Panel was faced with the task of inviting 15 applicants to chair, 3 applicants to Vice-preside and one or two Editors and the overall team had to present a cohesive balance of gender, experience and nationality. The Panel discussed each application separately and in accordance with the selection criteria. The issue of regional balance was taken into account throughout the process and the Panel structured its discussions according to the regional groups in order to ensure complete adherence to the set guidelines. Furthermore, the applicants were compared to one another, their strengths and weaknesses weighed in order to ensure a balanced team of skilful individuals that are ready to complement the team's synergy and ready to contribute to the success of the event. After extensive discussions and debates, the Panel unanimously agreed that two of the Vice-president applicants did not meet the selection criteria and thus decided to invite individuals for the position from outside the pool. The Panel received no applications from candidates that belong to the Pool of Trainers and thus was exempted from the policy that stipulates that at least two Board members need to have training experience. While the Panel was particularly concerned with the desired and required balances, it was determined not to compromise the quality and it believes that the final outcome reflects its principles.

The Panel reached a nigh perfect balance in terms of gender – the session leadership consists of 4 male and 2 female individuals. The Chairs' team (including the Board, the Head-Organiser and the Editress) consists of 11 male and 10 female individuals.

Furthermore, the Panel is extremely satisfied with the balance in terms of experience – taking into account the specific needs of this session the Board will have one Vice-president that has Vice-versed before and two first-time Vice-presidents. Among the chairs, three individuals will chair internationally for the second time while the remaining twelve (!) will be first-time chairs. The Panel is very happy to be able to give the opportunity to chair internationally to so many young EYPers.

As there were no applications to edit, the Panel considered several potential candidates and agreed to invite Sophie Debrunner Hall to edit at the session.

With regards to the regional balance, the Panel was able to meet the set guideline almost completely. For this selection the GB had defined the regional clusters as follows (the number of received applications from the respective cluster is in brackets):

Regional Cluster	Countries
Nordic	Norway, Sweden, Finland, Denmark (2)
North-East	Estonia, Latvia, Lithuania, Poland, Belarus (7)
East	Ukraine, Russia, Georgia, Azerbaijan, Armenia (6)
Western Balkans	Serbia, Croatia, Albania, Macedonia, Kosovo (1)
Central-East	Czech Republic, Slovakia, Romania, Hungary, Moldova (2)
Central-West	Germany, Austria, Switzerland, France (7)
South-East	Cyprus, Turkey, Greece, Bulgaria (6)
South-West	Spain, Portugal, Italy (2)
North-West	Netherlands, Belgium, UK, Ireland (5)

The GB has defined that a sufficient regional balance is reached if the overall team has:

1. A maximum of two officials in the same team from the same country
2. A maximum of three officials in the same team from the same group of countries
3. A minimum of one official in the team from each group of countries

Only two regional groups will have more than three officials (Central-West and North-West) represented, however the Panel agreed that the deviation is acceptable as the number for Central West was exceeded only after inviting the Editress and for North-West after inviting one Vice-president from outside the pool. Only Western Balkans will not be represented at the session. Here, the Panel would like to reiterate that its priority was quality and a membership to one regional group does not guarantee an automatic selection. Also, no applicants were selected from South West, however the President represents that regional group thus the Panel agreed that it was acceptable. Finally, no country will have more than two officials on this team.

For future reference:

During the selection, the silent member of the panel observed several areas where improvement and clarity is necessary.

The silent member noticed the absence of explicit selection criteria for Vice-presidents. While there are additional criteria for Editors, the applications to Vice-preside are discussed against selection criteria for chairs. Even if in the future chairs teams will have Vice-presidents with chairing responsibilities, separate criteria are still necessary. The silent member will delegate the matter to the Human Resource and Social Inclusion Council (as soon as it is selected) to seek suggestions on the criteria.

Furthermore, a clear policy on how we understand the regional balance is necessary. At the moment the overall team must present a cohesive balance of nationalities, however more and more EYPers have begun work in National Committees in a different country and a clear interpretation is needed whether the person's nationality comes first in determining the membership to the regional group or whether it is the National Committee in which the person is currently working. Similarly, the silent member will delegate the matter to the HRSI Council for suggestions on a clear policy and invites all Alumni and National Committees to share their thoughts on the matter.

Moreover, the silent member observed a certain discrepancy between questions asked in the application form and the selection criteria and that often the provided answers do not give enough information to successfully discuss the applicant in terms of the criteria. The silent member will seek suggestions on updating the application form to meet the expected standards.

The Panel also noted that some of the evaluation forms lack descriptive analysis in the text boxes and encourages all the evaluators of future sessions to dedicate a fair amount of time for making sure that every evaluation form provides the Panel with sufficient information on the candidate as in many cases it does make a major difference.

Additionally, as applications are submitted via the portal, those that apply to sessions and are unsuccessful in their selection need to update their session history prior to applying for further sessions. Both for Amsterdam and Munich, applications showed an incorrect session history, causing confusion. Future applicants should always ensure their online session history is accurate before applying.

The silent member also noticed that in the past 3 International Sessions and now in Munich too, 75% of the session Boards have been male individuals pointing to under-representation of females in session leadership roles. The reverse tendency can be seen in the position of Editors as from the past 4 International Sessions (including Munich) only one male has assumed the position.

The Panel would once again like to express its gratitude to all the applicants and assure that every application was discussed and considered. Feedback has been offered to every unsuccessful applicant and naturally the Panel would like to encourage everyone to apply for the next session. For any questions, comments or doubts do not hesitate to get in touch with the author of the report by writing to a.suvajevs@eyp.org

On behalf of the Panel,

Andris Šuvajevs

06/02/2013