

Participant profile

This participant profile defines the qualities the partner organizations would like the participant to have. The participant profile is used as a foundation for the recruitment process. The partner organizations develop it together. The partner organizations should judge whether it is necessary to develop one participant profile per participant or whether there could be only one for the participants from the South together and one for the participants from Norway. Read more about the participant recruitment process in the "Organizations' handbook".

Before working out the participants' profile, the organizations should have settled the following issues:

- Which tasks will the participant have in his/her daily work?

See work description

- Who else does the participant have to draw on, at the work place and possibly other participants?
- How will the participant live?
- How is the community where the participant will work (safety issues, material standard, health situation, possibilities for social contact...)?

This implies that the organizations should have come relatively far in making the project description before developing the participant profile.

The partner organizations would like the recruited participant to have the following profile:

20-27,5 at the start

Born between January 1st, 1985 and August 1st, 1992

Organizational experience

How much experience from one's own organization is required? Which knowledge of one's own organization is required? On which organizational levels is it important to have experience (locally, nationally, internationally)? Is experience with any particular working methods required? Which type of experience is most important: board, fieldwork, administration, finance, information, lecturing, management training, arranging seminars/events, or working with organizational development? Is it required to have worked with specific target groups?

Fill in wanted organizational experience:

Requirements:

- The applicant should be a member of CISV – if accepted then they have to pay the CISV membership fee.
- Experience as an active volunteer in a civil society organization
- Experience with arranging seminars/events/workshops (including planning, carrying out, evaluation)
- Experience in experiential learning as a method

Preferred qualities:

- CISV experience
- Experience working in a multicultural environment

Work experience

Fill in wanted work experience:

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Other experience

Based on the specific work tasks in your project, you might have certain demands or wishes for participant's experience.

An important task for most participants will be communication: he or she should be able to mediate experiences and knowledge from his/her sending organization into the reality of the host organization. And not least: the participant should contribute to making the experiences from the project known to a larger audience through the concluding work.

Fill in any other wanted experience:

Preferred qualities:

- Experience working with / knowledge about issues relating to diversity
- Experience with inter-organizational development
- Experience in communication and public relations
- Experience with editing, writing and social media
- Experience with audio/visual media e.g. filming, photography, journalism
- Research experience
- Project management experience

Education

Fill in wanted educational background:

Preferred qualities:

- Relevant academic background

Personal qualities

Perhaps the most important criterion to set for participation in this type of project is for the participants to be flexible. It is impossible to prepare the participants for everything that may come up during the exchange stay, and things rarely turn out exactly as expected. It is important to have participants that are prepared to adapt and face challenges with a smile.

Common challenges for Norwegian participants in the South have often been:

- Different relations to time (Frustration that the meeting that was to begin at noon does not start until 1 p.m.)
- Loneliness or little opportunity to be alone, or both at the same time
- The experience of the absence of planning in the host organization (and often the sending organization, too) with respect to working tasks

Common challenges for participants from the South in Norway have often been:

- The social aspect: It may be more difficult to get to know Norwegians than people from their home country
- Difficulties in readapting to their own reality after having stayed in a rich country like Norway (though it is important not to generalize; not everybody from the South comes from

- poor conditions – and not everybody from the South thinks that the Norwegians’ material wealth is anything to strive for)
- Envy from people in one’s own organization that also wanted to go

Does the participant work alone or with other participants? If the participant works with other people; how do these personalities go together? If the participant works alone; what does this require in terms of initiative and internal drive, ability to work and interpret the surroundings independently?

What should be expected from a participant with respect to social self-drive and ability to form a network?

How will the participant live? If alone; ability to deal with loneliness? If housesharing; ability to adapt to house rules, being considerate towards others and being flexible about the housemates? Ability to accept other people’s mess, habits and demands? If in a family; when was the person last used to living with his/her own parents? How do you think the candidate will manage adapting to the expectations of the family? (What if the family e.g. sets a nightly 8 p.m. curfew?)
Fill in wanted personal qualities:

Preferred qualities:

- Flexible
- Able to adapt to different groups and new environments and living conditions
- Motivation and a positive and pro-active attitude

Expectations to the exchange stay

The interview of the participant candidates may be a good opportunity to start influencing the participants’ expectations of the exchange, at the same time as it provides an opportunity to weed out candidates with expectations incompatible with the project.

Common challenges for Norwegian participants:

- Excessive expectations of what one may contribute in the host country (a “save-the-world” mentality). The participants should be prepared to be humble about what they may contribute with in a country and an organization that is very different from what one is used to. It may be smart to emphasize the learning experience aspect just as strong as the contributing aspect.

Common challenges for participants from the South:

- Excessive expectations of how great Europe is

A challenge related to certain participants from the South:

- They may use the project as an instrument for getting to Europe (for possible immigration etc.)

An important objective for LNU Exchange is for the participants to use the experience from the LNU Exchange in their own organization afterwards. Therefore, the candidates should be motivated to work in their own organization after the exchange.

Other expectations that should be considered in the recruitment process:

Requirements:

- Motivated and prepared to continue working in CISV after the project

“Formalities”

- Language skills? Which language skills are required to complete the work tasks? Which language skills are required to function in the environment of the host organization?
- Age? Consider this in relation to e.g. experience, maturity, adaptability, etc. Nevertheless in all cases the participant must, according to the regulations, be between 20 and 27.5 years of age.
- Gender? Is a particular sex necessary to gain access to certain activities? If several participants are to work together; is it important that they be of the same or of different sexes? Does gender have a signal effect?
- Marital status? What significance will it have whether the person has a spouse, partner or child in his/her home country?

Fill in any wanted “formalities”:

Requirements:

- Good English skills (written and oral)
- Resident in either Colombia or Norway

Preferred qualities:

- Knowledge of Spanish (for the Norwegian applicants)
- Knowledge of a Scandinavian language (for the Colombian participants)

Health and safety

- Does the person have any illnesses or health problems that could affect the ability of the participant to function in the project or that must be considered with respect to the safety of the participant or the surroundings?
- Will it complicate the exchange stay if the person has special dietary needs (vegetarian, allergic to certain foods etc.)?
- Which health-related challenges does the exchange stay pose and what does this mean for the type of participant? How are the sanitary conditions where the person will live and work? What is the climate like? Is one exposed to any particular diseases in the host country?
- Does the safety situation of the country require the person to have any particular personal qualities?

Fill in any preferences related to health and security:

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