

## Call for Candidatures ALF Euro-Mediterranean Young Professionals Programme (Ref. no/2024-1)

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The Anna Lindh Euro-Mediterranean Foundation for the Dialogue between Cultures (ALF) (<https://www.annalindhfoundation.org>) was created in 2005 as an international intergovernmental organisation based in Alexandria. The Foundation, inspired by Anna Lindh's legacy, is committed to fostering intercultural dialogue within its mission of nurturing inclusive societies where diversity is celebrated and everyone's voice is valued. By promoting peace, justice, and strong partnerships, the Foundation strives to create a world where people from diverse backgrounds live in harmony through open and meaningful intercultural exchanges.

ALF brings together organisations, institutions, policymakers, and other change-makers from all Euro-Med countries to open a dialogue and cooperate. People meet, learn, and collaborate through the Foundation's different projects and initiatives in different fields to empower them to create a chain of positive change that touches more lives and communities. Its action grounds on the two main bodies of the Foundation: Its Civil National Networks with more than 4,500 members and the 43 Members States of its Board of Governors.

**The ALF Euro-Mediterranean Young Professionals Programme** is a full-time professional experience designed for young professionals at the beginning of their careers who are eager to expand their intercultural expertise through dedicated work. The programme aims to empower talented graduates under the age of 30 from the 43 countries in the Euro-Mediterranean region by providing them with firsthand professional experience in intercultural dialogue. Professionals also benefit by contributing to the Foundation's mission to foster youth inclusion through empowerment and engagement, enhancing their competitiveness in the job market

### Eligibility

Applicants must be nationals of one of the following countries: Albania, Algeria, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Egypt, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Italy, Jordan, Latvia, Lebanon, Lithuania, Libya Luxembourg, Malta, Mauritania, Monaco, Montenegro, Morocco, North Macedonia, Palestine, Poland, Portugal, Romania, Slovak Republic, Slovenia, Spain, Sweden, Syria, The Netherlands, Tunisia and Turkey.

### Job location

The selected young professionals will develop their responsibilities in Alexandria, Egypt, from the Foundation premises.

### Combined retribution

The annual gross combined retribution is 12.000 euro. Additionally, international young professionals are entitled to one-time installation allowance calculated at two months of the basic retribution (equal to 1.200 euro) for moving from their home country to the duty station provided that they are not living in Egypt. After the successful expiration of the full fixed duration of the contract, international young professionals based in Alexandria are entitled to a repatriation compensation calculated at two months of the basic retribution for moving from the duty station to the home residence country (equal to 1.200 euro).



### Insurances

In addition to the combined retribution, Medical, Accidental death and dismemberment and Life insurance schemes are covered by the Foundation in good, reputable companies.

### What the Programme Offers:

Successful applicants will begin their professional journey of up to 12 months at the ALF Secretariat in Alexandria, Egypt. During this time, they will:

- Gain invaluable work experience and insights from the daily operations of the ALF Secretariat, understanding practical objectives and goals of intercultural and civil society dialogue
- Work in a vibrant, multicultural, and multilingual setting, which will prepare them for the job market, equipping them with practical skills for navigating the global intercultural dynamic
- Experience professional growth by working in a prestigious intergovernmental entity
- Build a network with like-minded professionals and experts in the field of intercultural dialogue, enriching both their personal and professional life

### Contract typology

Local contract or International service contract, depending on the nationality of the selected candidates. Local contracts are subject to monthly deductions according to the regulations of the Egyptian Income Tax Authority and Egyptian Social Insurance Authority. International service contracts are free of Egyptian taxation, but they are not exempt from the abroad local income tax, if any.

### Starting date

The estimated start of the contract is foreseen for 1 September 2024.

### Duration

The duration of the contract is 12 months, terminating on 31 August 2025.

### Young professionals' fields

The ALF Euro-Mediterranean Young Professionals Programme 2024 offers young professionals the opportunity to gain a year of professional experience in one of the following five fields:

#### · Public Policies

Its objective is to facilitate and encourage research community, policy-makers, civil society organisations, and EU and ALF Member States institutions from different disciplines and sectors to collaborate, exchange ideas with the aim to create and disseminate knowledge useful to promote sustainable transformations in intercultural public policies and practices at the Euro-Mediterranean level with human-centred approaches.

#### · Civil Society

It is dedicated to actively develop exchanges and interactions between the ALF Secretariat and the Heads and grassroots members of ALF Civil Society Networks and to provide structured support to carry out activities and tasks with the aim to give cohesion, engage and mobilise them for the development of



intercultural dialogue activities at national and regional levels. Also manages training and mobility programmes at the Euro-Mediterranean scale.

- **Corporate Communication**

It has an essential role for increasing visibility of the action of the Foundation. By targeting both internal and external communication strands, it ensures that institutional bodies of ALF, its members, and the wider public are all kept in the loop and engaged. Its added value lies in its four main communication tools: the ALF website, the social media outreach, the monthly newsletters, and the Intercultural Dialogue Resource Centre.

- **Quality Control**

It is a pivotal factor in enhancing performance, establishing the success of implementation, demonstrating the impact of activities, and communicating outcomes to stakeholders, including donors. It is adopting an evidence-based approach via quantitative and qualitative data collection that goes beyond mere monitoring to ensure continual improvements to ALF programming, enhancing the overall efficiency of the system.

- **Fundraising and institutional partnerships**

It is a crucial aspect of the ALF's current strategy of diversification of sources of funding, as it implies the identification of potential funding sources, the conceptualization and elaboration of project proposals and reference frameworks and the identification of suitable partners to joint implementation. It complements the structural action of the Foundation in specific fields where the Foundation has a particular added value, both in terms of methodologies and strategic alliances.

Young professionals will be asked to choose two of the fields detailed above in order of preference and they will be assigned to the ALF Units according to their previous experience and motivation, depending on the specific needs of the ALF Secretariat.

### Eligibility Criteria

The criteria that will be taken into account in the selection process are the following:

- **Age.** Applicants must be under 30 at the start date of the contract (1 September 2024)
- **Bachelor's degree** in a field relevant to the chosen fields
- **Master's degree** in a field relevant to the chosen fields
- **Knowledge of English** (Excellent written and oral communication skills, **at least C1 level**)
- **Proven experience** in the chosen fields

Selected young professionals will be assigned to the different fields according to their areas of study, previous experience and motivation, according to the specific needs of the ALF Secretariat, regardless the modalities chosen as first or second option. There is also the possibility to rotate or be assigned to other field/s subject to ALF Secretariat necessities.

### Applications

Interested candidates must complete and submit the online form available in English only before 24 July 2024, at 23.59 Central European Time (CET).



Candidates must upload a motivation letter of no more, nor less than two pages (Arial 11, simple space) and a detailed Curriculum vitae of no more than four pages, which has to follow the Europass template (<https://europa.eu/europass/en>), both in English only.

A confirmation message will automatically be displayed upon submission of the application. Only complete applications, meeting the eligibility criteria and submitted before the deadline will be considered.

Only shortlisted candidates will be contacted.



### Online-form

#### About You

First Name/Last Name  
Gender  
Nationality (43 countries)  
Date of Birth  
Mother tongue  
Current address  
Postal Code  
Country

#### Contact Details

E-mail Address  
Mobile Telephone Number

#### Online form

- **Chosen field as first option (drop down menu)**
- **Chosen field as second option (drop down menu)**
- **Do you hold a Bachelor's degree in a relevant discipline related to the chosen fields?**  
If yes, please specify the Bachelor's degree and area of study
- **Do you hold a Master's degree in a relevant discipline related to the chosen fields?**  
If yes, please specify the Master's degree and area of study
- **English language level (drop down menu)**
- **Do you have proven experience in the chosen field as first option?**  
If yes, please explain the specific tasks carried out and your precise added value
- **Do you have proven experience in the chosen field as second option?**  
If yes, please explain the specific tasks carried out and your precise added value

#### **Why do you want to join the ALF Euro-Mediterranean Young Professionals Programme?**

Please describe your motivations, how this opportunity aligns with your career goals, and what you hope to contribute to and gain from the Foundation (Max. 500 words)

#### File Uploads

Please upload a motivation letter of no more nor less than two pages (Arial 11, simple space) and a detailed Curriculum vitae of no more than four pages, which has to follow the Europass template (<https://europa.eu/europass/en>), both in English only.

#### Where did you hear about this call?

By participating in this call, the applicant accepts the provisions of the ALF regarding patents, privacy and intellectual property and the protection of personal data [link to the legal text] [Mandatory check box to be able to submit the application] and accepts to be subscribed to receive updates about the Foundation's activities and future opportunities [Mandatory check box to be able to submit the application]

