



**EUROPEAN YOUTH PARLIAMENT DANMARK (EYPDK)**

# **Policy on selection of Officials**

**14.10.2018**

This document seeks to outline how EYPDK facilitates and secures fair and transparent selection of Officials for Sessions, and who participates in which parts of it.

Approved 17.02.2019, at the 4th Annual General Assembly of EYPDK



## PHRASE EXPLANATION

The power dynamics between the different participants of the selection panel changes with the role being selected, but in all instances, EYPDK representatives have veto rights both in regard to acceptance and rejection, in order to ensure the interests of the NC.

- Role X **and** EYPDK – The Board Member from EYPDK and Role X decide together. In some cases, the board member from EYPDK might choose to simply wait for a suggestion from Role X, and then approve or provide feedback on this suggestion.
- Role X and EYPDK, **in consultancy with** Role Y – Role Y has a right to insight in the selection process, and a right to voice their opinion and to be heard, but does not need to participate if they themselves does not want to.
- Role X and EYPDK, **in possible consultancy with** Role Z – Role Z can be included in the selection process if invited by the rest of the selection panel.

## CALLS AND APPLICATIONS

Calls for officials are distributed via the distribution systems in place in EYP. (EYP Denmark Facebook page, Sessions!-facebook group, bnc-calls list, other channels)

Acceptance of late Applications are up to the discretion of the selection panel.

Applications are submitted through the EYP Member Platform.

The window for applications should be at least one week long.

## SELECTION PANELS

Selection panels are tasked with reading and assessing all applications received for a certain role within the deadline set by the Board of EYPDK, for thereafter to invite the selected individuals to the event.

### Selection of Session Leadership

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The leadership of a session is invited by the board of EYPDK, often in consultancy with the already appointed Leadership. The following applies for Danish Sessions:

- **Head Organiser:** Head Organisers are invited by the board of EYPDK.
- **President:** Presidents are invited by EYPDK in consultancy with the Head Organiser(s).
- **Editor:** Editors are invited by EYPDK in consultancy with Head Organiser(s) and President(s).
- **Head of Jury:** Head of Jury is invited by EYPDK in consultancy with the Head Organiser(s) and President(s).



## Selection panel for Team Members

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A selection panel for a given role is made up by the Team Leader(s) for this team, EYPDK representative(s) possible seconds in command in this team and other possible team leaders, according to the following structure:

- **Core Organisers:** Core Organisers are invited by the Head Organisers and EYPDK
- **Organisers:** Organisers are invited by the Head organisers and EYPDK, in possible consultancy with Core Organisers
- **Vice Presidents:** Vice Presidents are invited by the President and EYPDK, in consultancy with the Head Organisers.
- **Chairpersons:** Chairpersons are invited by the President and EYPDK, in consultancy with the Head Organisers and possible consultancy with the Vice Presidents
- **Editorial Assistants:** Editorial Assistants are invited by the Editors and EYPDK, in consultancy with the Head Organisers and the President
- **Journalists:** Journalists are invited by the Editor and EYPDK in consultancy with the Head Organisers and President, and possible consultancy with the Editorial Assistants
- **Jury Members:** Jury Members are invited by the Head of Jury and EYPDK, in consultancy with the Head Organisers and President.

## **BOARD INVOLVEMENT**

EYPDK aims towards having a Board Member present in all selection panels, to ensure that EYPDK's interests are represented.

EYPDK wishes for Team Leaders to have ownership of their own teams, and Board Members should normally not enforce specific criteria for the selection, but rather be present to:

- Facilitate a fair and transparent selection process,
- Ensure diversity in the team selected,
- Represent the interests of the NC in the selection debate.

Board Members do have a veto right in cases where a person:

- **cannot** or **should not** represent EYP Denmark at this event. If the Team Leader strongly disagrees in this, he or she can address the board of EYPDK for further clarification and a second opinion.
- **definitely should** represent EYP Denmark at this event, in order to maintain interests of the NC. If the Team Leader strongly disagrees in this, he or she can address the board of EYPDK for further clarification and a second opinion.



Board Members should introduce the following criteria to Team Leaders, to make sure such considerations are taken into account. Board Members can be tie-breakers in cases where the following criteria can be applied.

- Regional balance.
- Gender balance.
- Experience balance. (Encourage newcomers, in order to build capacities in EYPDK)
- Good working ethics
- Avoid nepotism
- Suitability to EYPDK