

## Call for Application for young Roma professionals to take part in the Roma Placement Program

The Central European University (CEU) launches a *Roma Placement Program* to help build professional skills of young Roma intellectuals as well as to promote their engagement in public affairs. To this end, CEU wishes to create four, maximum one-year long employment opportunities for graduates of Roma origin at NGOs in Macedonia and Serbia. The program is supported by the National Endowment for Democracy (USA) and the CEU. It intends to support not-for-profit organizations in mainstreaming equality and social diversity in their employment and staff building practices. The ultimate goal is to make the Roma part of the staff of mainstream organizations working in different fields of public affairs.

The CEU calls for Expressions of Interest by young Roma professionals who are preferably Macedonian or Serbian citizens to put themselves forward as candidates for being employed by civil society organizations. CEU is responsible for identifying the placement organizations: NGOs active in various fields of public affairs, including but not limited to democracy development, human rights, environmental affairs, women's and children's rights, human trafficking, etc. Nevertheless, CEU is open to any other suggestions the placement candidates may have of involving other organizations: our aim is to pick organizations in Macedonia and Serbia which are committed to equality mainstreaming, but still feel the need for developing further capacities.

### What is expected from an employee?

The chosen fellows shall commit themselves to work full-time on their assignments at the hosting organization's offices, and shall become full-fledged members of the organization. The condition of employment is four to six months, while the host organizations will be asked to make all efforts to offer continued employment to the individuals for another six months from their own resources in order to create a full year of employment. In the first four to six months, the CEU serves as a coach to both the Roma professionals and the organizations, offering support and mentoring in practices of diversity management and equality mainstreaming (through skype, written correspondence, site visits etc.). Fellows shall produce reports every two months concerning their professional development, their activities and their stay at the organization.

It is envisioned that the recruitment, selection and placement preparation will take place in December 2014 - February 2015. Prior to the employment engagement, a two-day training will be organized for the fellows taking part in the placement program. They are expected to start their work engagement in April 2015. Potential candidates from a 2014/2015 AY student cohort may be able to negotiate a later start date.

### *Eligibility Criteria for Candidates*

- 1) Be of Roma origin based on self-declaration;
- 2) a. Have graduated from MA or PhD studies in economics, international relations, sociology, public policy and administration, political science, legal studies, social work, environmental studies, gender studies; OR  
b. Currently enrolled in MA-level studies in the above fields, expected to graduate by the end of the 2014/2015 AY;
- 3) Demonstrate an interest in working for a civil society and/or not-for-profit organization without necessarily having previous experience;
- 4) Preferably a citizen of Serbia or Macedonia (due to administrative burdens).

### *Expression of Interest materials to submit:*

- 1) Motivation letter demonstrating an interest in working for a civil society and/or not-for-profit organization and indicating broader career interest (max 2 pages);
- 2) a. Copy of diploma and contact information of two references; OR  
b. Certificate of current enrollment and two letters of references from current professors/supervisors, to be sent directly and confidentially to the email address indicated below;
- 3) Curriculum vitae.

The selection will be based on a suitable match between the organizations' and the Roma fellows' fields of interest and experience.

The deadline for submitting Expression of Interest packages is February 15, 2015.

The requested information should be sent by email to  
Anna Szasz, Roma Placement Program Coordinator, [szasza@ceu.hu](mailto:szasza@ceu.hu).