



#YFJelections

November 2020

To ensure the governance of the organisation, it is important to put emphasis on the diversity among Board members, both by representing the various Member Organisations, the knowledge they bring to the organisation but also in terms of skill-set and competencies to ensure that the individual Board members complement each other and come together to become a strong, strategic and effective Board.

For this reason we have divided the application form in different sections.

The first identifies the general information and availability of candidates.

The second one focuses on the individual candidates experience as well as vision for the organisation. Please ensure in this section that no answer is more than a page.

The third section looks at the different skills and competencies that the Board as a whole should have when they come together as one body. This is to ensure that the Board as a body has all the necessary skills and competencies through the various individuals that compose it.

This means that no one individual needs to have all the necessary elements, but by bringing together these 11 individuals the board as a whole would. Good governance starts with a well-rounded board, meaning that the Board skills composite, or Board as a whole, should ideally have strength in each of the areas. The last section is therefore a self-reflection exercise on these skills and competencies.



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FORM TO APPLY FOR THE POSITION OF

Vice-President of the European Youth Forum

This form must be filled in and sent back (in pdf and doc format) to the Secretariat (governance@youthforum.org), together with the nomination and acceptance letters by **Tuesday 06 October 2020 (23:59 CET)**.

This form will be published on the European Youth Forum website after the deadline for application and be accessible to Member Organisations and the general public.



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SECTION 1 - General information & availability

NAME	Anja
SURNAME	Fortuna
MEMBER ORGANISATION	Rural Youth Europe
NOMINATING MEMBER ORGANISATION	Rural Youth Europe
DATE OF BIRTH	08.11.1993
GENDER	Female
PRONOUN	She/Her

Would you be able to attend at least 20 meetings per year (on average 2-3 days each) on weekends or weekdays – and be available on other occasions on an ad hoc basis?

YES – NO

Are you fluent in English or French, with preferably knowledge of the other language?

YES – NO

Are you available to travel extensively?

YES – NO



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SECTION 2 - Experience & vision

1. What is your proudest achievement in the youth space (either individually or as part of a team)? Why is it so meaningful to you?

It's honestly hard to choose the prouder achievement since I am proud of many individual and team achievements that I was to be a part of in my life but if I do have to choose one I would have to say my proudest achievement actually is my engagement in youth organisations on all levels. Coming from a rural area and on the other hand being a woman, you often feel in a way left behind so the fact that you realise that you have the voice, not just for yourself but also for others and that you realise that you have this privilege that many young rural people don't is an achievement on its own.

But I do feel that I have to as well present a very specific (proudest) achievement and that would be that because of my work on the national level decision makers and media have started to talk more about the issues and solutions for the lives of young people in rural areas.

2. What do you consider key principles of teamwork? How would you resolve a disagreement between team members?

For me the first key principle is a combination of open communication, trust and honesty. To elaborate on that I think that communication has to be honest and we have to trust each other that we really are honest. Honesty in teamwork on its own is also very very important not just in communication but also in honest assessment of our capabilities, resources and capacities, as individuals and as an organisation. When we decide on the priorities and when we divide roles and tasks.

If a team wants to work in good spirit and wants to progress in a sustainable way all members have to be mindful of all the available resources. For the sake of team members wellbeing and to ensure that the organisation's work doesn't suffer. Very important principle of teamwork is also being prepared to compromise. In a good team you have team members that are different, and when people are different there comes the situation that does not fit everyone. And there you have to be ready to compromise for the greater good.



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And yes, disagreements are bound to happen so the question on how to resolve them is also a question that has to be answered within the team when they come tighter. Setting some rules can help manage certain situations that might rise during the mandate. I would resolve a disagreement by preparing a safe space for an open discussion between team members. If disagreements happen between only a few members of the team I believe that the conflict/disagreement has to be solved in that group before including the whole team. When setting a safe space we have to ask where this disagreement comes from and at the beginning look for the lowest common denominator and work from there.

3. Vice-presidents are the trusted 'ears' of the Board. How will you ensure you are accessible and trusted? How would you bring a concern to the President / Secretary-General that had been shared with you?

Responsiveness is really important to me and lucky we live in times where technology makes it so easy to be accessible. I will ensure my accessibility by scheduling daily the time available for YFJ related things. Trust is something I can only assure by showing in practice that I am a person that is trustworthy and reliable. I would share my concerns with the President / Secretary-General in a discreet way in a matter that fits best to the concern. Meaning if my concern can be shared via email, I would share it like that and if it needs to have a bit of a personal touch then I will arrange a voice or video call. And even if I believe that open communication is important for the whole team I still know that discreetly solving different concerns is more beneficial for the whole organisation.



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4. What is the best public speech you have ever seen/watched? Why? What is your personal experience in public speaking?

For me the best public speech I have ever seen was by a dear friend of mine from Rural Youth Slovenia. Her speech was extremely motivational and inspiring. Technically and content wise, the speech showed her professionalism, her love for the work she is doing and her vast knowledge on the topic she was addressing. My favourite quote from that speech was a quote by Antoine de Saint-Exupéry: "Idea without a plan is just a dream". No matter who would say this it would be a good quote but because I know her, the quote made sense and it really showed that this is the motto she lives by. The reason why I choose her speech is because I believe that we do not need to look for famous and extremely important people to have as our role models. We just need to look for "small" people that are doing major improvements in their communities.

I believe that speeches make sense when people telling them actually believe in what they are saying. And by knowing these people we are sure that they are living what they are preaching.

I have many experiences in public speaking at different level events from small ones to national ones with close to thousand people. I am comfortable with well prepared speeches and as well with on spot questions directly to the public and as well being filmed.



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SECTION 3 - Self-assessment

This section looks at the different skills and competencies that the Board as a whole should have when they come together as one body. This is to ensure that the Board as a body has all the necessary skills and competencies through the various individuals that compose it.

This means that no one individual needs to have all the necessary elements, but by bringing together these 11 individuals the board as a whole would. Good governance starts with a well-rounded board, meaning that the Board skills composite, or Board as a whole, should ideally have strength in each of the areas. The last section is therefore a self-reflection exercise on these skills and competencies.

How to fill it in?

7 competencies are presented and explained in the matrix below. Each candidate is invited to self-assess their competencies by rating from **1 to 5**, meaning:

- 1 - Expert**
- 2- Experienced**
- 3 - Ok**
- 4 - Less experienced**
- 5 - No experience**

The candidate can provide further explanation if needed in the last column.

Competencies	Explanation	Why	Self-assessment	Short justification of your response
Leadership	<i>Ability to provide vision to the organisation and to lead by example.</i>	The Board will have to lead the conversation to develop the next Strategic Priorities.	2	Taking on many roles, leadership was key competence in almost all of them. The results of my work in the past also shows that I am very experienced in leadership.
Governance	<i>Understanding of</i>	The Board will	2	As the president I had to manage



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	<i>the principles of good governance, the organisation's structure and functioning & the distinction between the roles of the Board, Management and Secretariat.</i>	need to ensure oversight of the work of the different bodies of the organisation (CBMA, FCC, Secretariat etc.)		different people, with different roles and responsibilities. Good governance gave the organisation the possibilities to
External representation	<i>Ability to represent the organisation and bring key messages to relevant events and meetings.</i>	The Board is the public face of the organisation. Board members are invited to attend and represent the organisation at numerous events and meetings.	1	In the past years I was often sent to represent the organisation from smaller to bigger meeting and events and from local to national or international ones.
Financial management	<i>Ability to interpret financial documents and trends to assess financial health of an organisation.</i>	The Board is financially and legally responsible for the organisation and has oversight of the finances.	2	As the president of the students club and NYC I was responsible for financial management of the organisations so I am very familiar with different documentation needed and as well with the ways of fostering a healthy and stable financial situation. Besides knowing how to take care of healthy financial management I also have a lot of experience in financial crisis management.
Policy & Advocacy	<i>Ability to provide strategic direction to the development of the organisation's policy positions and advocacy actions.</i>	The Board has to provide direction to the development of policy positions (policy papers, resolutions, positions etc.) based on the Work Plan and Strategic Priorities, adopted by the Member Organisations	1	I have many experience with creation of different strategic actions and as well giving a baseline and writing the whole policy and advocacy documents.



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Team work	<i>Ability to work in a constructive manner within teams and with different people bodies of the organisation.</i>	The Board is made of 11 volunteers and has to interact with various other actors (other Board members, Management, Secretariat, working structures, Member Organisations etc.)	1	I have been a part of many different teams and within them I was taking on different roles so I have a lot of knowledge and experience in working in constructive and productive teams.
Members & Stakeholders relations	<i>Ability to engage with a wide range of actors with different interests.</i>	The Board is the main interlocutor of the organisation and the main contact point for Member Organisations. It also has to engage with various stakeholders (institutions, partners, media etc.).	1	Mainly in Rural Your Slovenia and in NYC I was responsible for cooperation with members and stakeholders so all the experience gained gives me the ability to engage with all relevant stakeholders. My relations weren't only based on giving out the information but also on joint work and collaboration on concrete topics.