

## NOTIFICATION

Training for the position of  
**POLITICAL – CAMPAIGN ANALYSTS**  
in European Union Election Observation Missions

**Brussels, 25 – 28 June 2019**

### Call for applications

Election Observation and Democracy Support (EODS II), a project funded by the European Commission, will organise a training for the position of Political-Campaign Analyst (PCA) in European Union Election Observation Missions (EU EOMs) from **Tuesday 25 until Friday 28 June 2019**. The training, that will take place at **EODS offices (first floor, rue de la Loi 82, Brussels)**, aims at providing participants with knowledge and tools to work as PCA in EU EOMs. **The course will prepare participants to work both as Political Analysts and Campaign Finance Analysts.**

### I. Training information

The training, that will last **four days**, is designed for a maximum of **12 participants from EU member States**.

**The EODS project covers travel and living expenses to training participants from EU member States.**

Interested individuals fulfilling the required criteria in Section II of this notification should directly **apply online to EODS through this link: [www.eods.eu/application](http://www.eods.eu/application)**.

For a successful application, please fill-in the online form and include a CV and a motivation letter. **Only online applications with the requested information and documents will be considered.**

Candidates may wish to inform their national Focal Points about their application for the training but still need to apply through the EODS link. The list of Focal Points can be found here:

[https://eeas.europa.eu/headquarters/headquarters-homepage/8775/eom-focal-points\\_en](https://eeas.europa.eu/headquarters/headquarters-homepage/8775/eom-focal-points_en).

**The deadline for receiving applications is 5 June at midday (Brussels time).**

Shortly after the closing of the application period candidates will be informed of their selection/non-selection by email.

## 1) General requirements for all training participants

- a) Be a **national of an EU Member State**.
- b) **Be registered in the EU Roster of International Election Observers**. It is recommended to all applicants for EODS trainings to make sure that their CV in the roster is up to date before applying.
- c) **Fulfil the minimum requirements to become an EU election observer** as defined in the EU Guidelines on Common Criteria for the Selection of Electoral Observers. The Guidelines can be found here:  
[http://www.eods.eu/template/default/files/EU\\_guidelines\\_on\\_criteria\\_forselection\\_observers.pdf](http://www.eods.eu/template/default/files/EU_guidelines_on_criteria_forselection_observers.pdf).

## 2) Specific requirements for candidates to the PCA training

- a. **University degree in international relations, law, political science, social science, or related field.**
- b. **Relevant experience in European Union election observation missions**), preferably as **Long-Term Observer** (at least three missions) or as **core team members** (at least two missions) – **except for the position of PCA**.
- c. **Alternatively, experience in political/campaign analysis and reporting with other international organisations** and election observation missions (at least 3 missions).
- d. Language requirements:
  - i. **Fluency in English:** excellent written and spoken proficiency (level C).
  - ii. **Fluency in French/Spanish/Portuguese:** excellent written and spoken proficiency (level C) in one of the three languages is an asset.

Additional experience that would be an asset:

- a) Experience (at least 3 years) in **electoral technical assistance supporting Electoral Management Bodies or other electoral stakeholders, particularly political parties**.
- b) Experience in **election mission formats other than EOMs - e.g. Election Assessment Teams, Election Expert Missions, Exploratory Missions, Follow-Up Missions, etc** – (at least 3 missions).

Other considerations:

- a) **Willingness and readiness to apply for EU Election Observation Missions** in the near future.
- b) **Availability to join EU Election Observation Missions** at short notice for 2-3 months' period.
- c) Candidates must be **available to attend the whole course**.

## II. Criteria for selection

For the selection of the training participants, the Selection Committee will consider the extent to which applicants fulfil the requirements listed in section II (Application Requirements), namely: the **educational background** in the requested fields; **previous professional experiences**; **language skills** and **performance in previous assignments**; **willingness and readiness to join EU Election Observation Missions at short notice**.

The Selection Committee will endeavour to establish a balanced representation of gender and nationalities among participants.

**If a selected training participant confirms attendance and then cancels participation for reasons other than force majeure, all costs incurred by EODS meanwhile will be invoiced to the participant.**

### III. Performance and Evaluation

Performance at the training will be **continuously evaluated**. Participants will be graded at the end of the training per their skills and knowledge acquired as necessary for the participation in an EU EOM. EODS evaluates according to criteria which include:

- Understanding of the course content and modules,
- Comprehension of election processes and EU EOM role,
- Comprehension of the role of an election analyst in the context of an EU EOM,
- Understanding of team dynamics,
- Analysis, report writing and editing skills,
- Communication skills, and
- Language skills.

The EODS evaluation of the participants mirrors the Guidelines for EU EOM Observers Evaluation. The Guidelines can be downloaded here: [ec.europa.eu/dpo-register/download?metald=1452837](https://ec.europa.eu/dpo-register/download?metald=1452837).

Therefore, trainees' performance will be assessed along three scores:

- **Recommended:** Good performance. The participant demonstrates to fulfil all the criteria set above in a satisfactory manner and is ready to participate in EU EOMs in the position for which the training has been conducted.
- **Recommended with qualifications:** Same as above, but with some skills needing further strengthening to be mentioned. Considering the identified areas for enhancement, the participant is ready to participate in EU EOMs in the position for which the training has been conducted.
- **Not Recommended:** Unacceptable behaviour or misconduct during the training.

Evaluations will be posted on the trainee's Roster CV after the training, to assist the European Commission in the selection process for EU Election Observation Missions. EODS will inform participants when their evaluations are posted.

Once the evaluation is posted on the Roster, training participants have five calendar days to officially appeal their evaluation by email to the EODS project director. Upon reception of the appeal, the EODS project director has five working days to send her/his final decision to the observer, with a copy to the European Commission FPI. The appellant can then appeal that decision within 10 calendar days to the European Commission FPI. Upon receipt of the observer's complaint, the FPI has 6 weeks to reply.

If the evaluated training participant refuses to accept the final decision of the EC/FPI on his/her evaluation, the evaluation will be uploaded to the roster with a comment 'observer did not accept the evaluation'.

## Annex I - Indicative Terms of Reference for the position of Political and Campaign Analysts

### Political Analyst (PA) in EU EOMs<sup>1</sup>

*The Political Analyst is responsible for conducting a political assessment of the electoral process and will provide information concerning the historical, cultural and political background on the country as well as on- going developments. S/he will work under the supervision of the CO and DCO.*

*S/he will:*

- 1. Undertake a comprehensive political analysis of the electoral process and produce benchmarks to assess the genuine competitiveness of the electoral process between stakeholders before, during and after elections.*
- 2. Gain a broad understanding of the historical, cultural, social and political context in which the elections are being held and produce an assessment of historical patterns of political alignment, overall party system, voting patterns and political affiliations.*
- 3. Maintain regular relations with political party coordinators, candidates and political analysts in coordination with the DCO throughout the deployment of the mission. Gain official and unofficial insight into the internal workings of the main parties and their consequences to the process, including, inter alia, acceptance of results.*
- 4. Assess the legal, regulatory and administrative framework for conducting political life, including political parties and NGO registration and development. Assess the approach of political parties regarding the participation of women, and politically disenfranchised, ethnic minority and/or socially vulnerable groups.*
- 5. Assess political parties' compliance with the Code of Conduct and the application of enforcement mechanisms.*
- 6. Assess the legal arrangements regarding electoral campaign financing, their implementation and the sufficiency and transparency of party/election financing.*
- 7. Maintain regular relations with local and international political analysts (from civil society organizations, political parties, international organizations, diplomatic missions, media outlets, university departments) and produce a regularly updated electoral conflict/risk analysis overview for Nigeria.*
- 8. Assess the overall campaign environment and develop statistical and analytical tools to support rights violation reporting and electoral conflict/risk analysis, including data visualization tools, to be included in interim and final reporting.*
- 9. Develop statistical and analytical tools for comparative election results analysis, including data visualization tools.*
- 10. In relation with the Election Analyst, assess the accuracy and inclusivity of voter lists.*
- 11. With the Election Analyst, assess the electoral system to determine how inclusive and representative it is including how equally politically marginalised/disenfranchised groups, minority*

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<sup>1</sup> Source: FPI - [https://ec.europa.eu/fpi/sites/fpi/files/tor\\_core\\_team\\_eom\\_nigeria\\_final\\_0.pdf](https://ec.europa.eu/fpi/sites/fpi/files/tor_core_team_eom_nigeria_final_0.pdf).

*national/ethnic groups, women and socially vulnerable categories can participate and gain representation or potential obstacles to their representation.*

*12. With the Legal Analyst, the Election Analyst and the Campaign Finance Analyst, assess the legal, regulatory and administrative framework for conducting political competition and election campaigning, including political parties, media and NGO registration and development and also adherence to new campaign finance regulations. Assess the approach of political parties regarding the participation of marginalized/disenfranchised political groups, women and socially vulnerable groups. Contribute from the political perspective to the assessment work carried out on human rights.*

*13. Assess the role of the state security bodies in the electoral processes.*

*14. With the Media Analyst, Digital Communication Analyst, Legal Analyst and Election Analyst assess the conduct of the electoral campaign and its content; in particular whether fundamental freedoms are being protected by law and upheld by state actors; the existence of a level playing field, and the general security surrounding the campaign. In addition, attention will be paid to the participation of disenfranchised groups, ethnic/national minorities and women and potential obstacles affecting disenfranchised group, ethnic minority and women candidates.*

*15. Liaise with domestic observer groups and other national or international nongovernmental organisations engaged in the election process.*

*16. Provide assessment, background knowledge and relevant material on a wide range of interlocutors including candidates, political parties, state authorities, military, media groups, journalists, and decision makers in the country.*

*17. Produce regular reporting on political developments for core team and observers and provide oral briefings as required.*

*18. Ensure that LTOs are kept abreast of political developments. In consultation with the DCO and Observer Coordinators, prepare relevant questions for the LTO weekly reports and process and interpret the responses thereto.*

*19. Develop a cultural awareness briefing for mission staff, taking into particular consideration Nigeria-specific sensitivities. In conjunction with the SP operations and security experts, brief mission members about culturally sensitive issues and the appropriate behavior to be observed by all mission staff – including SP - in the course of their activities.*

*20. Assess the role and participation of women and politically disenfranchised, ethnic minority and/or socially vulnerable groups in the country.*

*21. Support the DCO in developing the analytical framework and in implementing the EU election observation methodology.*

*22. Participate in observer briefings, debriefings and team meetings.*

*23. Contribute to the preparation of weekly reports, to the preliminary statement and to the final report in the mission reporting language. This includes amending/re-writing draft contributions after receiving DCO feedback.*

*24. Contribute to the internal report, including suggestions on any methodological improvements and information on possible areas of technical assistance.*

*25. Perform any other duty required for the good functioning of the EU EOM.*

## Campaign Analyst (CA) in EU EOMs

*The Campaign Finance Analyst will conduct an assessment of the existing regulatory framework for political and campaigning finance in Nigeria. S/he will analyse political party and candidate campaigning finance in line with international and regional standards for genuine democratic elections and national legislation paying special attention to possible misuse of state resources. S/he will work under the guidance of CO and DCO in close coordination with the Political, Legal, Media, and Election Analysts as well as the Observer Coordinators.*

*S/he will:*

- 1. Work with the Political Analyst on general political analysis issues, including in regard to inclusion;*
- 2. Become familiar with relevant EU publications such as the EU Election Observation Handbook and the Compendium of International Standards for Elections;*
- 3. Become familiar with international and regional obligations, commitments, and best practice, relevant to political and campaign finance in Nigeria;*
- 4. Acquire knowledge of the Nigerian election laws and all other national legislation relevant to political and campaign finance;*
- 5. Acquire knowledge of the political party landscape, campaign modus operandi, as well as of the election administration structure and the role of the judiciary in ensuring sound campaign finance;*
- 6. Monitor and analyse the use of state resources to determine whether it is a hindrance to the level playing field, to the extent it is feasible in the context of the EU EOM;*
- 7. Monitor the enforcement and compliance with finance reporting requirements of political parties and candidates;*
- 8. Monitor complaints and appeals related to campaign finances, in particular the way they are dealt with by the competent authorities (deadlines, appropriate sanctions, enforcement mechanisms etc);*
- 9. Follow the monitoring of campaigning finance mechanisms put in place by domestic and other observer groups; establish coordination mechanisms with domestic and other observers working in relevant fields;*
- 10. Liaise with the Political, Media, Legal and Election Analysts, particularly when meeting political parties and candidates and with the election administration;*
- 11. Develop questionnaires and relevant observation tools for the LTOs and STOs in coordination with the Observer Coordinators, and the Political and Media Analysts;*
- 12. Participate in Core Team, LTO, and STO meetings, briefings and debriefings, as required;*
- 13. Participate in drafting of the Core Team weekly and specific reports;*
- 14. Participate in drafting of the preliminary statement and the final report, including with well targeted recommendations.*