

BECC CALL 2019

Build your local network (and keep it alive)

About BECC

Bridge between European Cultural Centres (BECC) is the ENCC's flagship **staff exchange, training and mentoring programme for young professionals working in cultural organisations**. It offers participants international work experience and a European perspective, and helps them acquire new competences and skills that are crucial for their organisations in their work with their audience and the broader community.

Since 2008, the programme has supported the mobility of 116 participants from 80 different cultural centres and organisations in 17 European countries.

BECC Topic 2019

BUILD YOUR LOCAL NETWORK (AND KEEP IT ALIVE) - *How to cooperate with other organisations in your own town, city or territory for increased impact on your community*

Europe seems to be rediscovering the value of the local and this could be the biggest reason for hope in the globalized and challenging times we live in. With the rise of cities and regions as global actors, and an increased awareness of the need for grassroots work to defend the social and political values that were not so long ago taken for granted as representing 'European values', a new dynamic is emerging in the cultural sector.

In this context, learning how to build (and keep alive) a local network becomes an important skill to plan and implement cultural activities. We'll discuss how to identify partners, diversify the tone to make sure your message is understood by all your audiences, negotiate and compromise without damaging your project, share tools and competences and cooperate on finding solutions for your community.

This cultural management training will be enriched with professional development and soft skills coaching. The programme will be developed by the ENCC in close collaboration with trainers Dagna Gmitrowicz (PL/DE) and Raluca Iacob (RO).

Conditions to apply

Applicants should be young professionals under 35 years of age, working in a cultural centre or another cultural organisation inside or outside the European Union. All profiles are welcome to apply (managers, project coordinators, communicators, technicians, artists, teachers, trainers, freelancers, trainees, volunteers and others). They should clearly show in their application their motivation to develop new models of local cooperation and community development.

Applicants' organisations should identify a clear need for the training within their structure and create ownership for the project. They should be ready to take responsibility for preparing, supporting and evaluating a qualitative learning experience.

Selection

The ENCC will select **15 candidates** for the 2019 programme. The selection process will give special attention to applicants who are employed by a cultural centre, but the goal is to select the most diverse and balanced pool of participants as possible.

N.B. We will encourage geographic diversity, but extra-European candidates should be aware that we will not be able to increase their travel grant, so they should ensure that their extra mobility expenses can be covered by their organisation.

Timing

Deadline for submitting application: **15th December 2018**

Selection results: 10th January 2019

BECC Launching Seminar: 19-23 March 2019, Pristina, Kosovo

Period for realization of exchanges: minimum 7 days between 15 April and 31 August 2019

Mentoring: from the moment of acceptance of candidate as a BECC participant until the participant's report is filed (at the end of August 2019)

Report and evaluation: before end of August 2019

How to apply

Applications for the BECC programme must be submitted online, using this form:

[BECC 2019 APPLICATION FORM](#)

Results will be communicated by email to participants.

BECC Programme

1. Launching Seminar:

The "fire-up" event will take place in Pristina, Kosovo, and will be hosted by local cultural organisation TERMOKISS. It will be the first opportunity for all participants and mentors to meet in person. The 3-day meeting will offer different formats that will seek to empower participants in their learning journey: **training, coaching, interactive presentations, peer-to-peer learning, study visits**. The core professional development and cultural management coaching will be guided by the experienced trainers Dagna Gmitrowicz and Raluca Iacob, who will prepare interactive presentations, exercises and activities. The seminar will also be a moment to make choices about partner organisations for exchanges. Additional study visits will offer a look at the local context and at cultural activities in Kosovo.

2. Exchange Period

Each participant visits another participant's organisation for a minimum of 7 days (no maximum is indicated) and hosts a participant in his or her own organisation. The exchanges are designed in cooperation between the sending and hosting organisations and individual BECC participants. They are based on a clear needs assessment and give the opportunity to gain competences by visiting organisations, meeting stakeholders, taking part in local activities, taking part in evaluations, sharing experiments, etc.

The hosting organisation facilitates the learning process by preparing for the language challenge, providing local support, implementing the learning plan as agreed prior to the exchange and offering a qualitative learning experience.

The sending organisation facilitates the learning process by organising a thorough needs assessment, quality cooperation with the hosting organisation and careful preparation of the BECC participant.

3. ENCC Mentoring

BECC is a self-designable process. Participants can choose to pursue certain learning paths or research areas over a longer period of time, according to their needs and time capacity. The BECC trainers and the ENCC staff will be available to support them. The ENCC staff also keeps in touch with BECC fellows via a dedicated Facebook page, and informs them of other learning activities and events that could be of interest to them.

4. Report and Evaluation

The evaluation is a very important moment as BECC participants are asked to submit reports to the ENCC and explain the impact on them and their organisation. The report and products (photos, videos, articles, printed materials, social media products and others) gathered by each participant as well as by the sending and hosting organisations must be delivered to the ENCC office within one month after the exchange and no later than 31st of August 2019.

5. Participation Obligations

For BECC participants:

1. To actively attend all BECC activities: Launching seminar, exchange period, mentoring throughout the BECC project period, reporting and evaluation;
2. To deliver timely all necessary documents: BECC agreement, exchange programme, final report and evaluation

For hosting and sending organisations:

1. To sign an agreement with the partner centre and ENCC before hosting/ sending somebody;
2. To take responsibility for the preparation, organisation and evaluation of a qualitative learning experience: accommodation, coaching, language support, activities etc., according to the ENCC model;
3. To prepare & support the staff members sent and received;
4. To report about the experience to ENCC;
5. To communicate about the experience to staff and partners;
6. To explore the possibilities of long-term collaboration with the partner organisation.

6. Finances

The ENCC provides a **financial contribution** of 800 € per participant. This grant, paid either to the hosting or the sending organisation (according to individual agreements), is to be used for participation in the BECC exchange: activities, accommodation, catering, international and local transport.

The ENCC covers all costs for the launching seminar (accommodation, catering and programme costs for participants).

6. Trainers

Raluca Iacob : I started as a consultant for the Romanian Cultural Contact Point for the Creative Europe Programme, then became an advocate for good governance and policy-making in the cultural sector. I studied communication and cultural policy, and later became involved in cultural planning at local and national level, in research about the misuse of European funds, the evolution of the independent cultural sector and public administration skills in culture. I have managed projects that supported culture+education partnerships in schools and worked as a grant-evaluator and trainer. I manage an organisation dedicated to improving cultural management practices and policy-making. <http://ralucapop.m3culture.ro/>

What I will share as part of the training: We will start from your professional and development needs, in the context of your organisation and/or the network in which you are already working. Based on case studies and a mapping of the actors in your environment, we will see what it takes to start, nourish and grow a local network that will help you better engage your community and reach your goals. We will examine how international cooperation can support local networks via relevant examples. We will experience together how sharing common values and social goals with your peers can help you develop a community of practice and become a reflective practitioner. This will also help you choose a partner for the exchange.

Dagna Gmitrowicz: I am a visual artist, facilitator, coach, therapist and process designer who creates meaningful learning spaces at conferences, workshops and in my workshop. I strongly believe in and support a collaborative work culture – one that uses the potential and strengths of everyone and taps into the collective creativity of the group. Recently, I've created new methods supporting the empowerment of people from less privileged groups. In particular I worked on two methods: 'visual conversations' for the Sparkcatcher project and 'street stimulation' for Occupy Learning. I have worked, among others, with Erasmus + National Agencies, Euroguidance, Bundesvereinigung Kulturelle Kinder und Jugendbildung (BKJ), Cabuwazi pedagogical circus, the ENCC and other NGOs from all over Europe. I work and live in Berlin; I also co-manage my own cultural foundation in Poland.

About the training:

I invite you on a self-directed learning journey, which starts with your selection and will end at the evaluation phase of this project.

I will offer you different tools and support your self-reflection, self-assessment and self-empowerment in the context of your professional development. Moreover, I will stimulate the group process by underlining the importance of a learning community and stimulating creativity grounded in micro-interactions. You can expect individual work, small chats with me, work with your peers and within the whole group.