

## Secretary General Selection Committee 2021 - Assessment Report

### Introduction

In 2021, FYEG opened the call for a new Secretary General, a key position within the organisation. The Secretary General of FYEG is an elected officer and the legal representative of the organisation, responsible for the management of FYEG's employed staff while also working on a political mandate to support the Executive Committee and political direction of FYEG. The Secretary General also oversees the day-to-day financial management of FYEG including administration and grant application, project management and event organisation, and can also work with external and Green partners by representing FYEG.

FYEG's Secretary General is a demanding but rewarding role, to be central to FYEG's activities and direction and often be the first point of contact for partners and external people. Therefore, applicants for the role are assessed in depth to observe their leadership and managerial skills, as well as political vision in line with Green values.

One person submitted their application for the position: Özegan Kara (henceforth "the candidate"), who at the time of application was completing her first mandate as FYEG Secretary General.

In line with FYEG's Internal Rules of Procedure (8.2.3) a Selection Committee was set up for the pre-selection of candidate(s). With respect to geographical and gender balance, the following people were appointed to the committee:

- Eleanor Morrissey, co-spokesperson of FYEG and office responsible
- Teo Comet, former Secretary General of FYEG
- Antonio García González, [co-spokesperson, Juventud Verde], Member Organisation representative
- Morgan Henley, [Project Manager, Greenpeace CZ], NGO representative

### Assessment Procedure

The Selection Committee met online twice. The first meeting aimed to discuss and finalise the assessment materials and to determine what aspects the Selection Committee wanted to focus on in the process. The second meeting took place

post-interview to evaluate the candidate's performance for the content of this report.

The assessment procedure consisted of one video interview that included 8 questions, and a written assignment consisting of 3 questions. The candidate had 1.5 hours to complete the written assignment and it was submitted on time.

As this is the second mandate the candidate is applying for, focus was given to seeing how the candidate foresees managing the FYEG office in terms of staff and finances, including budgeting and grant applications, as the political vision and motivation is outlined in the candidate's application.

The interview covered the candidate's personal experience and motivation, and asked the candidate about their management style and teamwork, as well as vision for FYEG in the Green movement. The written assignment focused on three aspects to test the candidate's knowledge relating to the role of Secretary General: financial management, working with the Executive Committee and staff members, and working with political partners.

Please find below the areas in which the Selection Committee evaluated the candidate:

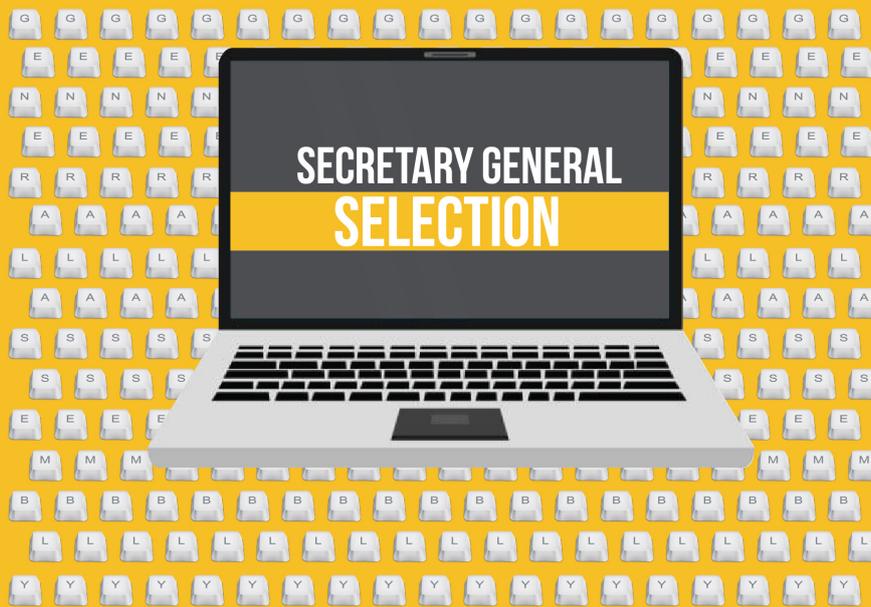
### Projects, grants and administration

The candidate demonstrated clear knowledge of financial management and grant application in line with day-to-day admin costs and projects. They have experience with, and are aware of, the different grant application options for FYEG, as well as how to act in cases of unsuccessful grant applications. They also proved that they have sound experience working with budgets, especially in line with FYEG's activities.

### HR and Teamwork

HR and teamwork is a crucial part of the Secretary General's role. The office has grown considerably in the past few years, especially since the 2019 European Elections. Therefore, HR has come to be even more central to the Secretary General's work, to ensure that staff members are able to grow in their





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roles while working for FYEG. Over the next two years, FYEG is looking to focus more on personal development and mental health within structures for both staff members and EC. The Selection Committee sees the Secretary General as a crucial role in overseeing this, in the overall aim to reduce burnout and improve mental health in FYEG.

Considering this, the Selection Committee noted that the candidate has a clear method in managing the office, from close monitoring of less experienced staff to granting more independent work to experienced team members. This method could prove beneficial as the Office increases in size, while allowing the Secretary General to continue working closely with the EC on political aspects and reduce the risk of burnout of the Secretary General themselves. The candidate offered honest, self-analysis in presenting her learnings from her past mandate in regards to conflict-management and managing a team, and acknowledged there is always room to grow when working in an international environment. While the candidate displayed sensitivity in supporting staff in the mental burden of working from home during a pandemic, the Selection Committee recommends to the candidate that their management style further considers the mental health of both staff and EC, to support them not only in their work but in personal fulfillment and being part of a team.

### Political Outlook

While the assessment procedure by the Selection Committee followed closely the managerial and HR aspects of the Secretary General role, space was given to understand the political motivations and knowledge of Green partners as well as the Green values of the candidate. The Selection Committee sees that the candidate understands the relationships and political dynamics between FYEG and Green partners, as well as possessing strong personal passion and motivation for Green values. The candidate has a vision for the role that FYEG as a youth organisation can take within the Greens and with partners, to push for FYEG's principles to be on the agenda.

### Final Assessment

Based on the above, the Selection Committee sees the

candidate as well-qualified and in a strong position to be FYEG's Secretary General. She has wide-ranging experience working within the Greens, on both a national and international level, and demonstrated clear awareness of the political sensitivities when working with multiple Green partners. The candidate has a strong background in financial management and grant applications, which is a key area the Secretary General leads in for FYEG. The candidate demonstrated empathy and self-reflection in terms of office management and HR, understanding the different aspects which can impact a person's motivation and how to navigate individual struggles, while ensuring tasks are completed on time. Combined with her previous experience as Secretary General, we wholeheartedly believe the candidate will be an excellent Secretary General.

**The Selection Committee and therefore Executive Committee endorses the application of Özgecan Kara for FYEG Secretary General.**

**The final decision will be made by the General Assembly.**

