

## 中国同志社群领导力培养项目 招募启事

近年来，大量同志社区组织在各地涌现，并且普遍面临能力缺乏的困难。鉴于此，爱白文化教育中心(Aibai Culture & Education Center)与洛杉矶同志中心(LA Gay & Lesbian Center)合作，建立了“中国同志社群领导力培养项目”。该项目为中国 LGBT 社群工作人士提供在洛杉矶同志中心实习的机会，让他们亲身体验公益组织的文化环境，并将所见所得带回中国推广。该计划每年分春秋两季实施，每季两人同行，实习时间一个月左右。具体时间请参阅最新的招募启事。

洛杉矶同志中心具有悠久的历史，是美国最大的社区公益组织（不仅指同志社区）。中心曾与其它国家的同志组织有过类似合作，培训经验丰富。同时，因为中心服务范围非常广阔，几乎涵盖所有同志相关领域，所以是观察实习的最佳环境。

The theme for the Fall 2009 tour is ***“Rights, Culture and Education Related to Sexual Minorities”***. We will begin accepting applications immediately and will continue until the 20<sup>th</sup> of May. The tour is four weeks long during October and November of this year. Please send your application package to the following email address: [LA-application@aibai.cn](mailto:LA-application@aibai.cn) . **Any application received after the deadline of May 20, 2009 will not be considered.**

### Selection Process

All applications will be pre-screened initially. From this, a short list of applicants will be produced and these applicants will be invited for an interview which will take place before June 30<sup>th</sup> 2009. Three candidates will be selected in order to make sure that at least two will be able to successfully acquire US visas. In case all three acquire visas successfully, two of the three will go to the United States for this round. The selection of the final two candidates is at the Selection Committee's sole discretion. The third candidate will go next round. In the following table you will find the timeline for the entire process:

May 20, 2009	Deadline for application
May 21 - June 15, 2009	Evaluation of the applications
June 16 - 30, 2009	Interviews
July, August and September, 2009	Passport, visa preparation
October-December, 2009	Interns visit the Los Angeles Gay and Lesbian Center

### **Eligible Application Criteria**

- ✧ You must be at least 18 years old on May 1, 2009
- ✧ You must be involved with LGBT community activities in mainland China for the past one year
- ✧ You must work for a domestic NGO for at least one year and the NGO you worked for must serve the LGBT community

### **Language Requirement**

Spoken and written English fluency is required. An English test will be given during the interview. Candidates' language fluency has to be certified by the representative from the Selection Committee.

### **Application Package**

- ✧ A letter of motivation indicates why the applicant wants to apply for the internship and what the relevant qualifications are.
- ✧ A copy of a resume
- ✧ An observation plan: it must be compliant with the theme of this round, and must outline what the applicant expects to learn and how this relates to and/or benefits the organization
- ✧ Two reference letters, one of which must be from the NGO where the applicant works

***All the application materials must be in English except for the reference letters.***

### **Evaluation Criteria**

The applications will be evaluated and selected by a Selection Committee according the following steps and criteria.

#### **Step 1: Administrative Check**

The following will be assessed:

- ✧ The deadline has been respected. Any application received after the deadline will be rejected.
- ✧ All materials of the application package have been submitted. Missing information will result in the rejection of the application. The application must meet all the requirements listed in the Eligible Application Criteria. If any of the requirements is missing or incorrect, the application will be rejected.
- ✧ The application respects the language requirement of the application package. Failure to comply with the language requirement will result in the rejection of the application.

#### **Step 2: Evaluation of Applicants**

The evaluation of the applications that have passed the administrative check will examine the materials of the application package. Each application will be given an overall score out of 50 points in accordance with the breakdown provided in the Evaluation Grid below. Each heading will be given a score between 1 and 5 in accordance with the following assessment categories: 1 = very poor; 2 = poor; 3 = adequate; 4 = good; 5 = very good.

	Scores	
1. Letter of Motivation	Score*2	10
2. Resume	Score*4	20
3. Observation Plan	Score*2	10
4. Reference Letters	Score*2	10
Total scores		50

*Note: Different scores are assigned to different categories according to their importance.*

### **Cost to the Applicant**

The applicant shall bear the cost resulting from interview and the cost for obtaining passports and visas. Cost of interview mainly comes from travel and accommodation if you do not live in the cities where our interviews are conducted. The passport may cost you about CNY200 and the visa about CNY1000. Travel and accommodation costs will have to be taken into consideration if you do not live in a city where an embassy or consulate of United States is located. The above cost is not refundable for any reason.

Aibai Culture & Education Center will cover your travel to and from the US and the Los Angeles Gay and Lesbian Center will cover your local accommodation and living expenses in the US.

### **Follow-up Requirements for Interns**

A report of the internship together with an up-coming year working plan should be submitted within one month after return to China.

### **Miscellaneous**

You are required to sign a promissory note if you are selected as an intern.