

# ELSA INTERNATIONAL TEAM

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II International Strategy Meeting

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# Overview of the workshop

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- Application process and requirements;
- Transition and training of the EIT;
- Responsibilities of the EIT;
- Fixed departments;
- Let's discuss.

# Application Process

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# Calls for EIT

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- 1st Call - August
- 2nd Call - September / October
- 3rd Call- January / February

## Process:

- Motivation Letter
- ELSA CV
- Interview



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# Positive / Negative aspects

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## Positive:

- Various calls throughout the year means people who don't manage to apply always get the chance to;
- Various requisites for applying: extensive and demanding application process;
- Reach of the Calls means we get applications from all levels and groups of ELSA that want to help the IB.

## Negative

- Call in January means we still don't have sufficient people helping us out - those who join in this time don't have a lot of time (to be transitioned and trained or to do anything long term);
- Lack of applications means sometimes taking people with less experience or who already have a high workload (e.g National Officers).

# The applicant perspective: what prevents people from applying?

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- Low engagement in the Network;
- Not enough active people (HR problems);
- Lack of awareness;
- Perception of the difficulty / experience needed (e.g. locals don't think they are knowledgeable enough);
- Lack of challenge;
- No understanding the tasks of the position (practical approach e.g. with testimonials);
- Not enough information;
- Timing (especially for the first round, as in August people have just started their position and are not aware of the workload)



# Transition & Training of the EIT

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# Transition

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- No obligation / control;
- Dependent on the availability of predecessor;
- Utility is questionable : each IB member delegates different responsibilities:
  - At the same time, if positions change every year, how can we have continuity and growth of the EIT?
- Lack of continuous engagement : would help transition if there is some continuation (e.g. Assistants become Directors, etc.).



# Training

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- EIT Weekend - at the end of the first semester, where most EIT Members already have learned most of what they need to;
- No precise training strategy for the EIT;
- What training is useful for the EIT? They are already knowledgeable about their areas if they are appointed. Soft skills? Officers training by Areas?

# Responsibilities of the EIT

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# Difficulties

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- Some tasks cannot be delegated:
  - Some bureaucratic tasks cannot be delegated (it would mean granting access to internal files);
  - Responsibility always on the IB Member, makes it harder to delegate;
  - Lack of continuity and experience in the EIT makes it inefficient to delegate bigger tasks and responsibility.
- Every Board member manages their team differently which causes a disparity in the level of responsibility and workload of the teams:
  - Eg. External Relations: Arga delegates tasks to the Director, the Director delegates to the Assistant;
  - Eg. Assistant for IIM: Lucy works directly with the Assistant who is responsible for all workload in that Area.
- No particular structure for responsibilities.

# Fixed Departments

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# Decision Book

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- An officer responsible for **Human Resources of ELSA International**. The officer works with the Secretary General of the International Board or their substitute on improving the Human Resource Management of ELSA and supports National and Local Groups in establishing and evaluating HR practices. The officer will work closely with all members of the International Board on improving knowledge management and transfer throughout the Association.
- An officer responsible for **Grants of ELSA International**. The officer works with the Treasurer of the International Board or their substitute on evaluating and executing the Grants strategy of ELSA International, applying to a variety of grants to improve the financial situation of the International Board, support National and Local Groups in their application and reporting processes, and update the ELSA Grants Database.
- An officer responsible for **Public Relations of ELSA International**. The officer works with the Vice President in charge of Marketing of the International Board or their substitute on establishing a social media strategy, assisting with the undertaking of a market research and planning publicity strategies and campaigns.
- An officer responsible for **Publications** supporting the Vice President in charge of Academic Activities of the International Board or their substitute with the overall coordination of legal writing projects.
- An officer responsible for **Academic Competitions of ELSA International**. The officer works with the Vice President in charge of Competitions of the International Board or their substitute to support National and Local Groups in establishing and coordinating Competitions and supporting the Organiser of the European Final Round of the ELSA Negotiation Competition.

# Pros and Cons

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- Continuity;
  - Transition is always fulfilled as there is always someone to do it;
  - The focus on these areas continues from year to year, allowing them to develop.
- One year terms don't allow for a lot of development;
  - Lack of motivation (no compensation) which means it's not always possible to fulfill these roles;
  - Impossible for only one officer to do all the work, needs to be a department;
  - Lack of resources (access to platforms, etc)
  - The most experienced Officers tend to be National Board Members, who do not have the necessary availability to fulfill these roles.

**Let's discuss**

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# Topics

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- Defining a general structure of the EIT (Directors and Assistants);
- How to give more responsibilities to the EIT;
- How to motivate people to apply;
- How to ensure useful transition;
- Creating objective criteria for selection (e.g. no other position in ELSA);
- Reward system;
- Improving the application system.



**That is it!**