



AMERICA FOR BULGARIA  
FOUNDATION  
Фондация Америка за България

INSTITUTE OF  
INTERNATIONAL  
EDUCATION

## **Bulgarian Young Leaders Program (BYLP)**

### **Junior Environmental Professionals Training Program (JEPTP)**

#### **Selection Committee Information 2010**

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#### ***Eligibility***

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Eligible candidates must meet all of the following criteria:

- Bulgarian citizens who currently work and reside in Bulgaria.
- Employees of the Ministry of Environment and Waters in Bulgaria and other related agencies (for full list see Appendix) or environmental NGOs.
- Have no more than ten years of relevant professional experience.
- Have a strong interest in giving back to their community.
- Have the potential for future leadership and support of their home agency.

*Note* All the applications that are forwarded to you are eligible, so there is no need to check eligibility requirements.

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#### ***The Award***

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JEPTP will offer a U.S. based professional training to a select cohort of up to 20 junior environmental professionals with leadership potential. The program focuses on public-private partnership in the *Junior Environmental Professionals Training Program (JEPTP)*

environmental sector. Program participants will visit key federal and state environmental agencies and meet with environmental leaders in Washington D.C., Miami (Florida), Denver and Boulder (Colorado), and San Francisco (California).

The award covers: transportation to and from USA, hotel accommodation, domestic flights in the US, ground transportation, group meals, per diem, insurance, cultural allowances, and translation to and from English and Bulgarian.

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### ***Candidate Cohorts***

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Please note that JEPTP candidates are divided in three cohorts:

1. Junior environmental professionals from the Ministry of Environment and Water of Bulgaria and Executive Environmental Agency (Sofia-based);
2. Junior environmental professionals from regional directorates and inspectorates of the Ministry of Environment and Water of Bulgaria;
3. Junior environmental professionals from environmental NGO's

Each candidate will be evaluated within the appropriate cohort by a separate selection committee. For example a candidate from the Regional Inspectorate of Environment and Water – Blagoevgrad will compete with other candidates from the same regional inspectorate or other inspectorates within the Ministry of Environment and Water.

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### ***The Ideal Candidate***

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The selection committees' objective is to identify and recommend the first class of the Junior Environmental Professional Training Program, a total of 20 finalists and 13 alternates:

- **Selection Committee # 1** should recommend 7 finalists and 5 alternates from the Ministry of Environment and Water and Executive Environmental Agency Sofia-based applicant pool
- **Selection Committee # 2** should recommend 8 finalists and 5 alternates from the regional agencies of the Ministry of Environment and Water applicant pool
- **Selection Committee # 3** should recommend 5 finalists and 3 alternates from the environmental NGO's

The panel should recommend candidates who:

- have articulated a clear plan of how they will utilize the learning from their JEPTP experience to improve their respective agency/department /NGO upon their return to Bulgaria after the program;
  - have participated in activities that illustrate their involvement in a leadership capacity over an extended period of time;
  - can synthesize information and use it to clearly articulate why they should be selected for the program;
  - have demonstrated that they have well-rounded personalities, and are thoughtful and creative; and
  - have demonstrated their interest in the world beyond their own borders.
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### ***Scoring and Ranking the Applications***

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Please use the Ranking Sheet to evaluate and rank each candidate. When ranking the applications, please consider the following criteria:

- Clear sense of purpose and career goals
  - Leadership potential
  - Global perspective
  - Community service
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### ***Selection Criteria Guidelines***

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The selection criteria guidelines below may assist you in ranking the candidates (please note the guidelines below are for your reference only).

#### **1. Clear Sense of Purpose and Career Goals**

- There are conditions in our society or the environment that trouble the candidate.
- The candidate wants to work to improve these conditions.
- The candidate has the potential to be a "change agent," in time improving the ways that his/hers respective government agency/nonprofit organization serves the public in protecting and managing the environment.

*Junior Environmental Professionals Training Program (JEPTP)*

- The candidate has been involved with organizations or activities related to her or his career interests.
- The candidate has had one or more courses relating to potential career interests.
- The candidate is well versed in current world events.

## 2. Leadership Potential

- Candidate has received professional, academic and/or civil honors and awards
- Candidate has published materials in his/her area of expertise
- Candidate is a member of relevant professional associations
- Candidate has served on commissions or boards, advocacy or interest groups, nonpartisan political activities

## 3. Global Perspective

- The candidate demonstrates clear understanding of current world events, as well as keen interest in working globally to solve the environmental challenges of our times.

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### *Specific Rating Instructions*

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Please evaluate each candidate using the criteria and marking scheme set out below. A score must be given for each criterion: you may give part marks (or zero) if you wish. After the application has been evaluated, please enter your scores on the Rating Sheet. The maximum total score is 100.

Please note that there are two tabs in the Rating Sheet-one for the candidates from the Ministry of Environment and Water, and one for the candidates from environmental NGO's.

#### **1. CLEAR SENSE OF PURPOSE AND CAREER GOALS (30 points)**

The candidate has articulated a clear plan of how they will utilize the learning from his/hers JEPTP experience to improve their respective agency/department /NGO upon their return to Bulgaria after the program:

- a. to a high degree                      30 pts
- b. to a considerable degree      25 pts
- c. to some degree                      15 pts

#### **2. LEADERSHIP POTENTIAL (25 points)**

The candidate has participated in activities that illustrate involvement in a leadership capacity over an extended period of time in his/hers agency and community:

- a. excellent 25 pts
- b. above average 20 pts
- c. average 15 pts

### 3. GLOBAL PERSPECTIVE (15 points)

The candidate's essays clearly demonstrate a clear understanding of global events, an a strong interests in working globally to solve the environmental challenges of our times.:

- a. to a high degree 15 pts
- b. to a considerable degree 10 pts
- c. to some degree 5 pts

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#### *Selection Process Adjustments/ Tie Breakers/Extra Points*

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To ensure that we have a diverse and well-rounded group of participants, candidates who fall in one of the following categories may be awarded extra points:

**Geographic Diversity:** The candidate lives and works in a remote and usually overlooked geographic area:

- a. to a considerable degree 15 pts
- b. to some degree 7 pts

**Minority Factor:** The candidate is a member of a marginalized or under-represented ethnic or religious minority:

- a. to a considerable degree 15 pts
- b. to some degree 7 pts

Please send the completed Rating Sheet to: Nevenka Grceva, IIE Europe, [ngrceva@iie.eu](mailto:ngrceva@iie.eu) no later than **Tuesday, February 9, 2010**. For more details on the JEPTP selection timeline see Appendix 1.

***As all material is confidential, please delete all applications, ranking sheets, and instructions from your files after the selection process is completed.***

**Appendix 1**

**Junior Environmental Professionals Training Program(JEPTP)**

**Selection Timeline 2010**

**January 18, 2010**  
**Deadline for submitting JEPTP applications**

**January 27, 2010**  
**IIE sends electronic or hard copies of the application materials to Selection Committee members**

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**February 9, 2010**  
**Selection Committee members send back filled out Evaluation Sheets electronically to IIE**

**February 11-12, 2010**  
**Selection Panel half-day meetings at IIE Europe**

**February 15-19, 2010**  
**Finalist check-ups and award notifications sent**

**Appendix 2**

**Ministry of Environment and Water of the Republic of Bulgaria**

**List of regional inspectorates and national park directorates**

<b>Regional Inspectorates for Environment and Water</b>
1. Blagoevgrad
2. Bourgas
3. Haskovo
4. Montana
5. Pazardjik
6. Pleven
7. Plovdiv
8. Rousse
9. Shoumen
10. Smoljan
11. Sofia
12 Stara Zagora
13. Varna
14. Veliko Turnovo
15. Vratza
<b>National Parks Directorates</b>
1. Central Balkan
2. Pirin
3. Rila