



# YFE RECRUITMENT 2020

## Frequently Asked Questions

### 1. General:

#### 1.1 Who can be a volunteer with YFE?

YFE brings together young and diverse self-identifying women, non-binary and gender non-conforming people aged between 18-35 years old.

#### 1.2 I will turn 35 next year. Can I still apply?

YFE is a youth-led organisation aiming at creating the space for young feminists to organise within the wider movement so it is important to respect the age limit to volunteer with the organisation. For this recruitment process, we will not accept volunteers who turn 35 until 28 September 2021. Before calling you for the interview, we will be asking for a document that states the date of birth.

#### 1.3 I do not have a European nationality. Can I still apply?

Absolutely. Young Feminist Europe aims at integrating volunteers who are based in Europe despite their nationality. We accept volunteers based in one of the [47 countries of the Council of Europe](#).

#### 1.4 Where is YFE based?

YFE is a volunteer-based organisation with members working remotely from across Europe. We do not have an office at the moment. Volunteers need to have a laptop and a good internet connection to be able to work for YFE.

#### 1.5 What is YFE's working language?

English is our work language and we request a minimum B2/upper intermediate level according to the [CEFR standard \(Common European Framework of Reference for Languages\)](#), to ensure good communication among the team and good integration experience for the volunteer.

### 2. Volunteering at YFE:

#### 2.1 What do I need to think about before I decide to volunteer with YFE?

Some questions to ask yourself:

- What do you want to do?
- What opportunities are available?
- What do you want to achieve?
- What have you got to offer? (time/skills)

## **2.2 What can I expect as a YFE volunteer?**

Generally speaking, you can count on YFE to provide you with:

- An outline of your voluntary work/a role description;
- Specialised training, if required;
- Appropriate supervision (including regular meetings with your supervisor to discuss how things are going);
- Personal development opportunities.

## **2.3 When becoming a YFE volunteer, do I have to make a long-term commitment?**

A time commitment of at least 6 months from October 2020 is required. YFE is a volunteer and youth-led organisation with members using their free time to work for the platform. Recruitment processes are human resources and time-consuming. YFE volunteers are using their free time to conduct the selection and induction of YFE new volunteers into the organisation. Moreover, YFE is a well-established organisation with a flat-working structure and it takes time to enter into the work rhythm of the organisation. Given these reasons, it is important that new volunteers commit to remaining in the organisation **for at least 6 months**. If you feel that you will have a major obstacle that ampers this commitment, please wait until the next recruitment phase.

## **2.4 I can't offer up to 15 h per month but I would still really like to be part of your network. How can I do it?**

We expect volunteers to be committed members of YFE and participate in a range of activities, such as decision-making processes, monthly team meetings, working groups team meetings, team-building activities, etc. on top of the tasks assigned to each position. If you feel like that you do not have that time, you might want to consider other volunteering experiences.

## **2.5 What is the difference between a 'Coordinator' and a 'Lead' in YFE?**

Each YFE working group has two 'coordinators' who jointly manage and oversee the activities of their working group. Many working groups are made up of 'leads' who are responsible for the implementation of a particular task/activity.

# **3. Application Submission:**

## **3.1 Can I apply to a job posting even if I do not meet the minimum requirements?**

We encourage passionate feminists who are willing to commit to this opportunity and have a real interest in the job description to apply even if they feel like they might not fully meet the post requirements.

## **3.2 Can I apply for more than one position? Is there a maximum of positions I can apply for?**

You may apply to multiple volunteer postings given that you consider those suitable to your profile. Before being called for an interview, you will be contacted by YFE's volunteer manager who will assess with you what is the most suitable position and you may jointly decide to undertake interviews for different positions.

### **3.3 Are these positions paid?**

YFE is a volunteer-led organisation and we are not yet in conditions to have paid staff.

## **4. Recruitment Process:**

### **4.1 What is YFE's recruitment process?**

Candidates must undergo an interview and selection process. YFE volunteers will be responsible for constituting evaluation/interview panels in close consultation with the YFE Volunteers Manager. Get to know our team [here](#).

### **4.2 The deadline for submitting an application has expired. Can I still apply?**

It is essential to submit your application before midnight CET time of the job posting's closing date. Regrettably, we are unable to accept late applications.

### **4.3 I have special needs, how can these be accommodated?**

We ensure that we are as inclusive and accessible as possible and will work with volunteers to understand and accommodate any special needs. During the application submission, we will assess with applicants whether there are any adjustments or considerations that YFE will need to make during the interview process and post-selection.

### **4.4 I have some more specific questions, who can I contact?**

Due to the large amount of applications expected, we will not answer any questions by email or SM messages. YFE will hold a Q&A session on a Facebook live on the 23rd of September at 6PM (Brussels time). Please join the session so that you have your questions responded. If you cannot join, we will be sharing the recording of the session.